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INSTRUCTIONS FOR
THE MEDICAL ADMINISTRATION
OF
OFFICERS AND OTHER RANKS

1950

By Command of the Army Council,

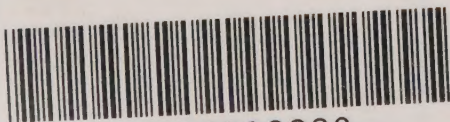
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THE WAR OFFICE,
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DEFINITIONS

(i) PULHEEMS

The PULHEEMS system of medical classification takes its name from the first letters of the divisions under which the medical examination is carried out. These are:—

| | | |
|----|---|--------------------|
| P | = | PHYSICAL CAPACITY. |
| U | = | UPPER LIMBS. |
| L | = | LOCOMOTION. |
| H | = | HEARING. |
| EE | = | EYESIGHT. |
| M | = | MENTAL CAPACITY. |
| S | = | STABILITY. |

(ii) QUALITIES

These divisions are known as “ qualities ”, e.g., P quality, U quality, etc., and are assessed in degrees.

(iii) DEGREES

The standard of fitness under each quality is recorded by the figures 1 to 8, these figures are known as “ degrees ”.

(iv) PULHEEMS ASSESSMENT

The medical classification of an individual under the PULHEEMS system is represented by eight figures which are the degree of fitness under each quality. This is known as a “ PULHEEMS Assessment ”.

(v) PULHEEMS EMPLOYMENT STANDARD (PES).

This is a name given to the two letter code used to show the limits on individuals' employment and is based on the PULHEEMS Assessment.

(vi) COLOUR PERCEPTION (CP).

Records the ability to distinguish different colours.

RESTRICTED

INSTRUCTIONS FOR THE MEDICAL ADMINISTRATION OF OFFICERS AND OTHER RANKS

INTRODUCTION

Purpose of the Pamphlet

This pamphlet contains the rules for the application of the PULHEEMS system of medical classification in the Army and instructions for the medical administration of officers and other ranks.

Application

(a) The instructions contained in this pamphlet are applicable solely to the Army and apply to all ranks serving in the Active Army, Supplementary Reserve and Territorial Army.

(b) The general principles given in this pamphlet also apply to Locally Enlisted Personnel but the standards given in Tables 1, 3, 4 and 5 are NOT applicable. Overseas Commands will lay down the appropriate standards for retention and employment of locally enlisted personnel, other than those enlisting into units based on the United Kingdom.

(c) Although worded to apply to the male sex, except where stated to the contrary, all the provisions of the pamphlet are applicable to women officers and other ranks.

GENERAL PRINCIPLES OF THE PULHEEMS SYSTEM OF MEDICAL CLASSIFICATION

GENERAL

1. The following paragraphs 2-27 are intended as a guide to non-medical officers on the method used to determine and record a PULHEEMS assessment and explain the use of PULHEEMS Employment Standards.

2. The PULHEEMS system of medical classification is designed to:—

- (a) Provide a functional assessment of the individual's capacity for work.
- (b) Assist in expressing the physical and mental attributes appropriate to individual trades and employments within the Service.
- (c) Assist in posting men to the employment for which they are most suited in the light of their physical, intellectual and emotional make-up, and thus to economize in man-power.
- (d) Provide a system which is administratively simple to apply in both peace and war.

METHOD OF ASSESSMENT

3. The allocation of a PULHEEMS assessment is a medical responsibility. Instructions for medical officers on the method of carrying out a medical classification under the PULHEEMS system are contained in the inter-Service pamphlet "PULHEEMS—A System of Medical Classification for the Fighting Services". Special instructions for medical officers applicable to the Army only are given at Appendix I to this pamphlet.

The qualities assessed under the PULHEEMS system

4. In order to record in detail the physical and mental capacity of an individual, medical classification under the PULHEEMS system is considered and recorded under the following qualities:—

- (a) *Physical Capacity (P)*.—Indicates a man's general physical characteristics and his potential capacity to develop physical stamina with training.
- (b) *Upper Limbs (U)*.—Indicates the functional use of the hands, arms, shoulder, girdle and upper spine, and in general shows the individual's ability to handle weapons. Pathological conditions of the upper limbs having a constitutional basis may also affect the assessment under "P".
- (c) *Locomotion (L)*.—Indicates an individual's ability to march. Pathological conditions affecting marching ability, which have a constitutional basis, will also affect the assessment under "P".
- (d) *Hearing (H)*.—Records the ability to hear. Diseases of the ear are assessed under the "P" quality.
- (e) *Eyesight (EE)*.—Records the ability to see in the right and left eyes. Diseases of the eyes are assessed under the "P" quality.
- (f) *Mental Capacity (M)*.—Indicates the individual's ability to learn army duties. Assessment under this quality is based on:—
 - (i) the impression given on personal interview with particular regard to alertness and the ability to apply usefully intelligence possessed;
 - (ii) record of school and occupational progress;
 - (iii) selection test results, with particular reference to those tests most closely concerned with the measurement of intelligence itself and of acquired ability.
- (g) *Stability (S)*.—Indicates emotional stability.

Degrees of Assessment

5. (a) *Under Quality P*.—Assessed under degrees 1 to 8.
- (b) *Under Qualities U, L and H*.—Assessed under degrees 1, 2, 3, 7 and 8.
- (c) *Under Quality EE*.—Visual acuity (*i.e.*, ability to see) in both eyes is recorded by ophthalmologists in certain ratios, *i.e.*, 6/6, 6/9, 6/12, 6/24, etc., these show an individual's visual acuity both unaided and aided (*i.e.*, with glasses). For simplicity in recording a PULHEEMS assessment these ratios are expressed in degrees of 1 to 8 as follows:—

| | | | | |
|----------------|-----|-----|---|---|
| 6/6 or better | ... | ... | = | 1 |
| 6/9 | ... | ... | = | 2 |
| 6/12 | ... | ... | = | 3 |
| 6/18 | ... | ... | = | 4 |
| 6/24 | ... | ... | = | 5 |
| 6/36 | ... | ... | = | 6 |
| 6/60 | ... | ... | = | 7 |
| Less than 6/60 | ... | ... | = | 8 |

Visual acuity for the right eye is recorded under the first E and the left eye under the second E. The degree of unaided vision is recorded in the same way as the degrees for the other qualities and the degree of aided vision, when applicable, is shown under the degree of unaided vision.

Thus a man whose visual acuity is unaided right eye 6/12, left eye 6/18, and aided right eye 6/6, left eye 6/9 is recorded as:—

| | |
|----------|----------|
| E | E |
| <u>3</u> | <u>4</u> |
| 1 | 2 |

A man whose unaided vision in both eyes is 6/6 is recorded as:—

| | |
|----------|----------|
| E | E |
| <u>1</u> | <u>1</u> |

(d) *Under Quality M.*—Assessed under degrees 2, 3, 7 and 8.

(e) *Under Quality S.*—Assessed under degrees 2, 3, 6, 7 and 8.

6. Any assessment under the qualities M and S, other than degree 2, can only be allotted on the recommendation of a psychiatrist.

7. On pages 83 and 84 are tables showing in detail the functional requirements for the degrees used for men and women under each quality.

Colour Perception

8. For certain arms and employments the ability to distinguish colours is essential. For this reason the colour perception of officers and other ranks is tested and assessed as follows:—

Standard I. (CP 1) Not in use in the Army.

Standard II. (CP 2) Normal colour perception.

Standard III. (CP 3) Able to distinguish accurately White, Signal Red and Signal Green.

Standard IV. (CP 4) Unable to reach Standard III.

The minimum CP accepted for each trade and employment is given in Table 5.

The effect of the loss of a limb

9. An officer or other rank who loses a limb during service will be assessed on his functional ability and each case will be considered on its merits by a medical board. The following is a guide on the assessments likely to be given by a medical board:—

(a) Upper Limb

| | | |
|---|---|--|
| (i) Amputation above the elbow (ii) Amputation below the elbow (iii) Amputation of a hand... .. | } | Other ranks will not normally be assessed higher than U7. In certain cases officers may be assessed as high as U3. |
|---|---|--|

(b) Lower Limb

| | | |
|---|---|---|
| (i) Amputation above the knee ... (ii) Amputation below the knee ... (iii) Amputation of a foot... .. | } | Will normally be assessed L8. Normally the highest assessment possible will be L3. |
|---|---|---|

10. In all cases the assessment under the quality P will not normally be higher than degree 3. Where the amputation has been carried out because of some pathological condition with a constitutional basis, the assessment of P will depend on the nature of the condition and may necessitate a grading as low as P8.

The effect of the loss of sight in one eye

11. The loss of sight in one eye will not preclude an officer or other rank from further service provided his PES is up to the minimum for retention. The assessment of an officer or other rank under the qualities EE will be recorded in the following way:—

(a) *Where one eye has been removed*

E
==

(b) *Where the vision in one eye is lost*

E
8
8

12. The method of determining a PES for an officer or other rank with monocular vision, is given in para. 121. The PULHEEMS Employment Standards given in Tables 4 and 5 are shown in binocular vision.

Use of degree “ 8 ” under any quality except EE

13. When it is considered that an officer or other rank is unfit for any form of military service, and is unlikely to be fit for further military service within 18 months, he will be assessed degree “ 8 ” under the appropriate quality.

Use of degree “ O ”

14. When an officer or other rank is unfit for duty on account of sickness and is likely to be under medical care for a prolonged period (*see* Appendix II, Paragraphs 6–8), he is “ temporarily unfit ”, whether in or out of hospital, and will be assessed “ O ” under P, U, L or S. The period which the officer or other rank will be off duty and an appropriate note, will be entered in the Medical Box in the space opposite P, U, L or S. Unless under medical care and off duty, the assessment of “ O ” will not be used. An officer or other rank assessed degree “ O ” for a period up to one month will not require a further medical board provided he is considered fit by a medical officer for his previous assessment.

Procedure on assessment of degree “ 7 ” under two or more qualities

15. Where an officer or other rank is assessed 7 under two or more qualities by a medical board, the president of the board will consider carefully whether the effect of the combined disabilities warrant an assessment of degree “ 8 ” under one or other of these qualities or under the P quality.

Climatic conditions

16. An assessment of degrees 4, 5 or 6 under the quality P and degree 6 under S will restrict an officer or other rank to service in a temperate climate. Degrees 4, 5 and 6 under the quality P are the temperate equivalent of degrees 1, 2 and 3 for unrestricted service.

17. An assessment of degree 7 under qualities P, M or S will restrict service to the United Kingdom only.

Method used to record remediable defects

18. (a) When a condition presents itself which by surgical operation or other treatment may be remedied, and when, because admission to hospital is either postponed or not indicated, the officer or other rank remains at duty, he will be assessed according to his present capacity, but not lower than 7. The letter R will be inserted immediately after the degree recorded under the quality affected. In such cases the operation or course of treatment applicable should be judged as giving reasonable promise of success within three months.

- (b) When an officer or other rank is admitted to hospital, no action will be taken to alter his PULHEEMS assessment until he is about to be discharged from hospital or appears before a medical board under normal rules (*see* Appendix II). When an officer or other rank appears before a medical board before he is discharged from hospital he will be assessed on the lines given in para. 14 above.
- (c) When an officer or other rank on discharge from hospital is fit to return to duty, but not full duty, and cannot be assessed under the same degree in qualities P, U, L or S, he will be assessed under his present capacity and provided he is likely to show improvement within a reasonable time the letter R will be inserted immediately after the degree affected, an appropriate note being added in the lower half of the Medical Box indicating the period for which R is applicable.

Special appliances

19. Whenever an officer or other rank is required to wear any special surgical or medical appliance (excluding spectacles, artificial eyes and artificial dentures), the assessment under the quality affected will be marked with an asterisk and an appropriate entry made in the A.B. 439 or A.B. 64, Part I, page 4. This entry will be made by the president of the medical board authorizing the use of the special appliance and is the authority for issue of the appliance.

METHOD OF RECORDING A PULHEEMS ASSESSMENT

20. There are two ways of recording a PULHEEMS assessment:—

(a) In officers' and other ranks' record of service books:—

| Date of Classification | Year of Birth | P | U | L | H | E | E | M | S | Initials of M.O. |
|------------------------|---------------|---|---|---|---|---|---|---|---|------------------|
| | | | | | | | | | | |

(b) On copies of medical board proceedings where a "Medical Box" is provided in which is recorded the full assessment of the physical and mental condition of the man. The Medical Box allows for notes where the assessment under P, U, L or S is below 2, a space for height in inches, weight in lb., and degree of colour perception (CP).

| Date | M.O.'s Signature..... | | | | | | | |
|---------------|-----------------------|---|---|---|---|---|---|---|
| Year of Birth | P | U | L | H | E | E | M | S |
| Ht. ins. | P | | | | | | | |
| CP | U | | | | | | | |
| | L | | | | | | | |
| Wt. lb. | S | | | | | | | |

Examples of PULHEEMS assessments

21. Examples of assessment under this system are given below with notes of the interpretation of these assessments in terms of employment.

(a)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------|---|---|---|---|---|---|---|---|
| 24 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| Ht. 72 | P | | | | | | | |
| CP 2 | U | | | | | | | |
| | L | | | | | | | |
| Wt. 173 | S | | | | | | | |

This man is above the average in every way, is fit for full combatant service in any theatre of war and needs no notes.

(b)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------|---|---|---|---|---|---|---|---|
| 15 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 |
| Ht. 70 | P | | | | | | | |
| CP 2 | U | | | | | | | |
| | L | | | | | | | |
| Wt. 170 | S | | | | | | | |

This man is of average physical capacity and locomotor efficiency, his upper limbs are above the average. In all other respects he is of good quality, is suitable for full combatant service and needs no notes.

(c)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------|---|-----------------------------------|---|---|---|---|---|---|
| 10 | 2 | 2 | 3 | 2 | 1 | 1 | 2 | 2 |
| Ht. 68 | P | Pes planus: Medical Board 1.4.49. | | | | | | |
| CP 2 | U | | | | | | | |
| | L | | | | | | | |
| Wt. 154 | S | | | | | | | |

This man is average in physical capacity and upper limbs, but is below average in locomotor efficiency. He has been "boarded" for flat feet.

(d)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------------------|------------------|--|---|---|---|---|---|---|
| 13 | 3R | 2 | 1 | 1 | 1 | 1 | 2 | 2 |
| Ht. 70 CP 3 Wt. 157 | P U L S | For three months. Medical Board 4.6.48. Small L Inguinal hernia. Operable. | | | | | | |

This man has a hernia which is considered correctable. The assessment P3R will be retained until he is completely restored to such a degree of fitness that he can be given a permanent degree of P, which may be P1, P2 or P3 depending on the completeness of his recovery following operational and remedial treatment. Arrangements for admission to hospital must be made as soon after assessment as possible.

(e)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------------------|------------------|---|---|---|--------|--------|---|---|
| 18 | 3 | 2 | 2 | 2 | 3 1 | 4 1 | 2 | 7 |
| Ht. 68 CP 2 Wt. 162 | P U L S | Chronic Anxiety Neurosis. Medical Board 4.6.49. | | | | | | |

This man of average qualities has been "boarded" on a psychiatric report and placed in S7 for chronic anxiety neurosis. The employment recommendation will possibly place him in clerical duties or maintenance work in the United Kingdom in accordance with his specific aptitudes, temperamental factors and experience.

(f)

| Year of Birth | P | U | L | H | E | E | M | S |
|---------------------------|------------------|---|---|---|--------|--------|---|---|
| 10 | 0 | 2 | 1 | 1 | 6 3 | 6 1 | 2 | 2 |
| Ht. 70 CP 2 Wt. 157 | P U L S | For three months. Debility following Empyema. Medical Board 5.6.49. | | | | | | |

This man is unfit for duty for three months.

PULHEEMS EMPLOYMENT STANDARDS

22. Since the standards on which a PULHEEMS assessment are based are constant throughout all corps of the Army, except the women's corps which have a lower standard in P, U and L, and since the functions of the corps vary, it would be uneconomical in man-power to require the same minimum PULHEEMS assessment for combatant, lines of communication and base duties in all corps.

Two-letter code

23. In order to simplify the application of the system, the PULHEEMS assessments acceptable to each corps for each area of operations have been grouped and are expressed in a two-letter code known as a PULHEEMS Employment Standard (PES). The interpretation of this code is given below:—

- | | |
|----------------------------------|--|
| (a) FE (Forward Everywhere) ... | Employable at full combatant duties (in any area) in any part of the world. |
| (b) FT (Forward Temperate) ... | Employable on combatant duties in any area in temperate climates only. |
| (c) LE (L. of C. Everywhere) ... | Normally employed in L. of C. or base areas in any part of the world; but may be employed in a forward area in any role which is not primarily a fighting one. |
| (d) LT (L. of C. Temperate) ... | Normally employed in the L. of C. or base areas in temperate climates only; but may be employed in a forward area in any role which is not primarily a fighting one. |
| (e) BE (Base Everywhere) ... | Employable in the base area only in any part of the world. |
| (f) BT (Base Temperate) ... | Employable in the base area only in temperate climates. |
| (g) HO (Home Only) ... | Employable in the United Kingdom only. |

The temperate regions are defined in para. 73.

Method of calculating

Officers

24. The minimum PULHEEMS assessment required for each PULHEEMS Employment Standard in all corps is laid down in Table 4. PULHEEMS Employment Standards for officers are not linked to specific employment in any area, as an officer must normally be capable of carrying out any duty of his corps in any area in which he is fit to serve.

Male Other Ranks

25. THE PULHEEMS Employment Standards for male other ranks are laid down in Table 5 and are linked to specific trades and employments for each arm.

Other Ranks of the Women's Corps

26. In the women's corps the PULHEEMS Employment Standards are linked in all areas to specific trades and employments. The minimum PULHEEMS assessments applicable for each PULHEEMS Employment Standard for all trades and employments are given in Table 5.

Temperate Assessments

27. In the Tables the appropriate Temperate assessment for each PES is given in brackets under the qualities P and S, where applicable.

INSTRUCTIONS FOR THE CLASSIFICATION OF OFFICERS AND OTHER RANKS

PULHEEMS ASSESSMENTS

Responsibility

28. The allocation of a PULHEEMS assessment is a medical responsibility, but officers commanding units are responsible for ensuring that all ranks under their command are referred to a medical officer in accordance with the instructions contained in paras. 29-41.

Regular Other Ranks and National Service men

29. Regular other ranks and National service men are given a provisional assessment by the Ministry of Labour and National Service before being enlisted or called up. Officers commanding basic training units will arrange for the medical examination of all recruits within six days of reporting (four days in the case of Q.A.R.A.N.C. or W.R.A.C.) when this assessment will be amended or confirmed as an "initial" assessment. Any alteration considered necessary to the assessment given by the Ministry of Labour and National Service will be effected by the procedure given in paras. 39 and 40.

30. On completion of basic training or at the end of the sixteenth week of training, whichever is the earlier, officers commanding basic training units will arrange for all recruits to be re-examined by a medical officer, when their "initial" assessment will be confirmed or altered to a "Service" assessment.

Applicants for commissions in the Active Army

Serving Candidates

31. (a) *On recommendation for Emergency, National Service, Short Service or Regular Commissions, or for entry as an E Cadet to the R.M.A. Sandhurst, will have their PULHEEMS assessment verified by a medical officer at the time their application is submitted.*

(b) *For appointment to a Short Service or Regular Commission, or for entry as an E Cadet to the R.M.A. Sandhurst, will be brought before a medical board on instructions from the War Office, after acceptance for such appointment or entry, and before being gazetted to a commission. When a candidate has been before a medical board in the preceding four months, the candidate's PULHEEMS assessment as allotted by the medical board, if confirmed by a medical officer, will be accepted by the convening authority without a further medical board.*

(c) *Recommended for a commission in any of the Quartermaster categories, will have their PULHEEMS assessment verified by a medical officer on being recommended for appointment. When provisionally selected for a commission, but before appointment, candidates will be brought before a medical board on instructions from the War Office.*

(d) *For commissions in Q.A.R.A.N.C.*

Will be dealt with as in sub-paragraphs (a) and (b) above.

(e) *For commissions in W.R.A.C.*

Will be dealt with as in sub-paragraphs (a) and (b) above. W.R.A.C. candidates for entry to the W.R.A.C. Officer Cadet Wing will be brought before a medical board on instructions from the War Office after they have been selected for entry.

Civilian Candidates

32. Candidates for appointment to any commission will be examined by a medical board on instructions from the War Office before interview by a War Office Selection Board (Officer Cadet School) or Regular Commissions Board. The PULHEEMS assessment allotted by the medical board will, if the candidate is selected for a commission, be used as the "Service" assessment.

Officers and other ranks entering the Supplementary Reserve or Territorial Army

National Service Men

33. National Service officers and other ranks joining the Supplementary Reserve or Territorial Army to complete their part-time service will retain the "Service" assessment allotted during their whole-time service.

Volunteers

34. (a) Candidates for commissions or volunteers for enlistment in the Supplementary Reserve or Territorial Army will only require medical examination if:—

- (i) released from the Royal Navy, Royal Marines, Active Army or Royal Air Force more than eighteen months from the date of application to enlist;
 - (ii) released from the Royal Navy, Royal Marines, Active Army or Royal Air Force less than eighteen months from the date of application with a PULHEEMS assessment below that appropriate to the corps in which they wish to serve;
 - (iii) the candidate or volunteer has no previous service with the Royal Navy, Royal Marines, Active Army or Royal Air Force;
 - (iv) the candidate or volunteer was released from the Royal Navy, Royal Marines, Active Army, or Royal Air Force within eighteen months from the date of application and has certified that his PULHEEMS assessment on release was appropriate to the corps in which he wishes to serve and this claim is not verified.
- (b) When a medical examination is necessary it will, whenever possible, be carried out by a medical officer of the Territorial Army. When a medical officer of the Territorial Army is not available, a civilian medical practitioner nominated by the D.D.M.S. of the Command will carry out the examination.

Occasions for automatic review

All Ranks

35. (a) Annually when the PES is other than FE.
(b) Every four years when the PES is FE.
(c) On being ordered to proceed overseas if re-assessment has not been carried out during the preceding six months.
(d) Four weeks before the termination of service with the Active Army, Supplementary Reserve, or Territorial Army.
(e) On applying for an inter-corps transfer or secondment.

Officers

36. (a) Candidates for all courses of 12 months' duration or over if not re-assessed within the previous year.

- (b) On being considered for promotion to the substantive rank of lieutenant-colonel if not re-assessed in the previous year, or six months in the case of officers below FE.
- (c) Annually for all officers of the rank of lieutenant-colonel or higher, and for all officers holding commissions in the Quartermaster category.

Other Ranks

- 37. (a) On promotion to the rank of serjeant and above if not verified within the previous six months.
- (b) Annually for warrant officers, class I.
- (c) Every two years for warrant officers, class II, and staff serjeants.
- (d) On applying to extend or re-engage if not verified within the previous six months.

Boys

- 38. Annually between 1st January and 31st March of each year.

Alteration to PULHEEMS assessments

Up- or down-grading, including invaliding

39. *All up- and down-grading of officers or other ranks, except as detailed in para. 40 below, will be effected only by a medical board. The procedure for medical boards is given in Appendix II.*

Up- and down-grading between Degrees 1 and 2, 4 and 5

40. Any medical officer may authorize a change in assessment between degrees 1 and 2, or 4 and 5, either up or down, without reference to a medical board.

Documentation

41. Officers commanding units will ensure that the necessary documentation as laid down in paras. 93 and 94 is completed whenever an initial or service assessment is allotted, or when any alteration is made to an assessment.

PULHEEMS EMPLOYMENT STANDARDS

Responsibility

42. The allocation of a PULHEEMS employment standard is the responsibility of officers commanding units advised, if necessary, by a medical officer.

Occasions for allocating a PES

43. A PES is only allocated after a PULHEEMS service assessment has been given. Officers commanding units will allot a PES on the following occasions:—

- (a) When an officer is given a PULHEEMS service assessment on commissioning.
- (b) When an other rank is given a PULHEEMS service assessment in the Active Army (after the completion of basic training or 16 weeks, whichever is the shorter period) or on joining the Supplementary Reserve or Territorial Army.
- (c) When an officer or other rank reports for duty after being graded degree "O" under any quality.

44. Officers commanding units will verify the PES when:—

- (a) An officer or other rank is transferred or seconded to another corps, or, in the case of other ranks, *when posted to a different employment*.
- (b) A service assessment is altered by a medical board.
- (c) An officer or other rank reports for the first time to a unit.

Documentation

45. Officers commanding units will ensure that the necessary documentation is carried out as laid down in paras. 93 and 94 when a PES is allotted or when any change to a PES is required.

STANDARDS FOR OFFICERS

Standards for commissions and entry to R.M.A. Sandhurst

Entry to R.M.A. Sandhurst

46. The minimum medical standard for entry to the Royal Military Academy, Sandhurst is:—

| | | | | | | | | | |
|---|---|---|---|----------------------------------|---|---|---|----|--|
| P | U | L | H | E | E | M | S | CP | |
| 2 | 2 | 2 | 2 | $\frac{7}{1} \times \frac{7}{3}$ | | 2 | 2 | 3 | (CP 4 acceptable for commissioning in certain arms). |

Regular

47. The minimum medical standard for a regular commission for each arm is given in Table 1.

Emergency and National Service

48. Candidates for emergency and National Service commissions must have a PES of FE for the arm in which they will be commissioned except that:—

- (a) Medical and dental practitioners with a PULHEEMS assessment below the standard for FE may be accepted on War Office authority when required for a particular employment.
- (b) Candidates for commissions in the R.A.P.C., R.A.V.C., R.P. Corps and General List or for service in the Directorate of Army Legal Services will be accepted provided they are up to the standard laid down in Table 1.

Short Service

49. Candidates for short service commissions will not normally be accepted if below:—

- (a) The standard given in Table 1, for service in R.A.P.C., R.A.V.C., R.P. Corps, General List or the Directorate of Army Legal Services.
- (b) FE for the arm for all corps NOT included in sub-paragraph (a) above.

Candidates assessed below the standards given above may, however, be accepted by War Office when required for a particular employment.

Supplementary Reserve and Territorial Army

50. The medical standard for Supplementary Reserve and Territorial Army commissions is the same as that laid down in Table 1 for a regular commission in each arm. Subject to War Office approval in each case candidates below this standard may be accepted provided that:—

- (a) they are fit to undergo all training on home service, including camp;

- (b) such home service or training will not be likely to aggravate any disability from which the volunteer is suffering; and
- (c) they are specifically recommended by the appropriate Selection Board as being of particular value to the S.R./T.A. for training duties or for some other special reason.

National Service officers part-time service

51. The medical standard for National Service officers joining the Supplementary Reserve or Territorial Army to complete their part-time service will be the minimum PES allowed for retention in the corps.

Minimum standards for retention of regular and short service officers

Final Peace Standards

52. (a) The following will be the minimum PES for the retention of officers holding regular or short service commissions under normal peace conditions :—

| <i>Arm</i> | <i>Normal Standard</i> | <i>Minimum Standard</i> |
|---|---|-------------------------|
| Household Cavalry | FE but small percentages may be LE | LE |
| R.A.C. | | |
| R.A. | | |
| R.E. | | |
| Foot Guards | | |
| Infantry | | |
| A.P.T.C. | | |
| Employed (Colonial) List | | |
| Royal Signals | FE but small percentages may be LE and BE | BE |
| R.A. Ch. D. | | |
| R.A.S.C. | | |
| R.A.M.C. (incl. women officers) | | |
| R.A.O.C. | | |
| R.E.M.E. | | |
| R.A.V.C. | | |
| R.A.E.C. | | |
| Int. Corps | | |
| A.C.C. | | |
| Q.A.R.A.N.C. | | |
| W.R.A.C. | | |
| R.A.D.C. | FE with percentages of LE and BE | BE |
| Employed (Technical and non-technical) List | | |
| R.A.P.C. | FE, LE or BE | BE |
| E.R.E List (Officers of the Directorate of Army Legal Services) | | |
| E.R.E. List of QMs. (Pt. I and II) | | |

STAFF (Colonels and above) ... As laid down for parent arm.

These standards do not apply to short service officers accepted with a low PES who were appointed for a specific employment and whose retention, therefore, presents no problem.

- (b) Officers who have lost a limb, whose medical standard is below the minimum required for retention in their arm as set out in sub-para. (a) above will not be called upon to retire on medical grounds provided suitable employment can be found for them in their own arm or in some other arm of the Service to which they are willing to be transferred.
- (c) Owing to the present shortage of officers, it is unlikely that the rules in sub-para. (a) above will be introduced for some years. They will not be enforced before 1st January, 1952 nor, subsequently, at less than one year's notice. When these standards are introduced, all cases will be reviewed individually by the Selection Boards before an officer is invalided.

Interim Peace Standards

- 53. (a) Until the standards given in para. 52 (a) above are implemented, officers will be retained provided their assessment does not fall below the standard for a PES of HO for their arm.
- (b) When an officer whose PES is below the minimum standard for his arm as given in para. 52 (a) above, applies to retire, his case will be considered on its merits for classification as an invaliding retirement. Apart from this, officers of whatever PES retiring at their own request will do so on the normal terms for voluntary retirement.

War Standard

54. Only officers who are considered by a medical board to be unfit for any form of military service will be retired, relegated to unemployment, or released on medical grounds.

Minimum standard for retention of Emergency and National Service officers

Peace

55. The medical standard for retention will be the HO standard for the arm.

War

56. The provisions of para. 54 above will apply.

Minimum standard for retention of Supplementary Reserve and Territorial Army officers

Peace

57. Except as provided for below, an officer will be retired on medical grounds if his PES falls below that laid down in para. 52 for the retention of a regular officer of the same arm of the Service on the Active List. The only exceptions to this rule will be:—

- (a) Officers appointed to commissions under the exception laid down in para. 50, whose qualifications are considered by the War Office to merit their retention.
- (b) Officers below the standard for retention in their own arm who apply, and are accepted upon the recommendation of a District Selection Board, for transfer to another arm where their medical standard permits their continued employment.

War

58. The provisions of para. 54 above will apply.

STANDARDS FOR OTHER RANKS

Entry standards

Regular

59. The minimum medical standards are given in Table 2, by arms and trades.

National Service men

60. The minimum medical standards for National Service men called up for the Active Army are given in Table 3.

Volunteers for the Supplementary Reserve and the Territorial Army

61. The minimum medical standards acceptable by arms and trades are given in Table 3. Soldiers below the standard required for a particular employment may, however, be accepted, on the authority of the War Office (or other specified authority), provided they are up to the minimum required for a PES of HO and:—

- (a) are fit to undergo all training on home service, including camp;
- (b) such service and training will not be likely to aggravate any disability.

Sections A and B of the Royal Army Reserve

62. The minimum standard for entry to Section A or B of the Reserve is the standard laid down for entry to the arm in Table 2, except that soldiers serving in R.M.P. may be accepted in Section B of the Reserve provided they are not assessed below:—

| | | | | | | | |
|---|---|---|---|---------------|---------------|---|---|
| P | U | L | H | E | E | M | S |
| 3 | 7 | 7 | 7 | $\frac{8}{5}$ | $\frac{8}{5}$ | 2 | 3 |

Retention standards

During Basic Training in Active Army

63. During basic training, or the first 16 weeks, whichever is the shorter period, the minimum medical standard for retention in a corps is the PULHEEMS assessment laid down for entry into that corps. A soldier whose PULHEEMS assessment drops in peace time below this minimum will be disposed of in the following ways:—

- (a) A regular soldier will be offered the option of a voluntary transfer to another corps for which he is suitable, or a free discharge if he is not liable for National Service. A Q.A.R.A.N.C. or W.R.A.C. other rank will be given a free discharge.
- (b) A National Service man will be compulsorily transferred to another corps in accordance with the current instructions for re-allocation.
- (c) During an emergency, on instructions from the War Office, or in war, regular soldiers who drop below the minimum standard for retention will be dealt with in the same way as National Service men (see (b) above).

After basic training in the Active Army, or for retention in the S.R. and T.A.

64. (a) *Regulars other than Q.A.R.A.N.C. and W.R.A.C.*

Provided a soldier's PES does not drop below LT for his arm he is medically suitable to complete his current engagement. A soldier whose PES drops to BE, BT or HO will only be retained if he can be suitably employed for the remainder of his current engagement in his corps, or Extra Regimentally in a trade or employment appropriate to his PES, as shown in Table 5.

(b) National Service men

A National Service man will be retained, being re-allocated as necessary, provided his PULHEEMS assessment is up to the minimum for a PES of HO in any corps for which he is suitable.

(c) Supplementary Reserve and Territorial Army Volunteers

Providing a volunteer is up to the standard of HO for his corps and suitable employment is available, he will be eligible to complete his current engagement.

(d) Q.A.R.A.N.C. and W.R.A.C.

A Q.A.R.A.N.C. or W.R.A.C. other rank will be retained providing the PULHEEMS assessment is up to the minimum for the lowest PES appropriate to her trade or employment. A Q.A.R.A.N.C. or W.R.A.C. other rank whose assessment drops below the minimum for the lowest PES for her trade or employment will be given a free discharge if she cannot be suitably employed in another trade or employment for which her PULHEEMS assessment is appropriate.

During boy service

65. (a) The normal minimum standard for boys for retention, and for acceptance on man's service, is:—

| | | | |
|---------------|-----|-----|----|
| GD Boys ... | ... | ... | FE |
| All others... | ... | ... | LE |

(b) All boys, except bandboys, who are graded FT, LT, BT or HO will be discharged on medical grounds.

(c) Boys, other than bandboys, who drop below the standard given in sub-para. (a) above may in special cases be retained on the authority of the War Office providing they are not assessed below the standard given in Table 5, Serial 24 for a PES of BE.

(d) Bandboys who are assessed below the standard given in sub-para. (a) above, or who are graded FT, LT, BT, or HO, may be retained or allowed to transfer to a staff band in which restricted service is acceptable, on the authority of the War Office.

Standard for extension and re-enlistment

66. The entry standards for the arm laid down in Table 2, are the minimum permissible, except that a soldier who was accepted on enlistment or re-enlistment with sight in one eye only, will, subject to War Office approval, be permitted to extend or re-enlist. The PULHEEMS assessment allotted by the medical authorities at the time application is made to re-enlist or extend will, if the soldier is accepted for re-enlistment, become the service assessment.

For men re-enlisting from civil life, the PULHEEMS assessment allotted on re-enlistment will become the service assessment.

Standard for re-engagement

67. Only a soldier whose PES is FE, LE, or BE (*NOT* FT, LT, BT or HO) is eligible to re-engage.

A quota of W.R.A.C. other ranks whose PES is FT, LT, or BT, will be permitted to extend or re-engage.

Standard for continuance

68. Provided a soldier is up to the standard of HO for his arm and suitable employment is available, he will be eligible to be considered for continuance in the service.

Standard for compulsory transfer on re-allocation

Regular soldiers

69. The re-allocation or re-transfer of a regular soldier will not be considered unless his PES is up to the following standard:—

| Previous experience or Trade qualifications (1) | Minimum PES for Receiving Corps | | | |
|--|---------------------------------|-----------------|-----------------|------------------------------|
| | R.A.C. (2) | R.A.P.C. (3) | R.A.V.C. (4) | All other corps (5) |
| (a) With no previous experience in the corps for which recommended | FE | — | — | FE |
| (b) With previous experience in the corps for which recommended | LE | — | — | LE |
| (c) Qualified as a tradesman in a trade applicable to the corps for which recommended | LE | — | — | BE |
| (d) With no previous experience of R.A.P.C. duties but recommended as suitable for training and employment as a R.A.P.C. Clerk | — | BE | — | — |
| (e) With veterinary experience and recommended as suitable for employment on R.A.V.C. duties | — | — | BE | — |

National Service men

70. Providing a National Service man is up to the minimum PULHEEMS assessment for the employment recommended in the new corps, he will be eligible for re-allocation or re-transfer.

RULES FOR THE POSTING AND EMPLOYMENT OF OFFICERS AND OTHER RANKS

General

71. The minimum PULHEEMS assessments for each PULHEEMS Employment Standard in all arms, and for trades and employments where appropriate, are given in:—

| | | | | |
|---------|-----|-----|-----|--------------|
| Table 4 | ... | ... | ... | Officers. |
| Table 5 | ... | ... | ... | Other Ranks. |

72. PULHEEMS Employment Standards show the medical limitations on the employment of officers and other ranks and are based on the normal zones of operation applicable in war.

73. Officers and other ranks graded FT, LT or BT will be restricted to service in temperate climates only. For this purpose temperate regions are defined as:—

The Continent of Europe *excluding*:—

(a) Mediterranean Coastal Regions.

(b) Gibraltar, Malta, Cyprus, and all other Islands off the Mediterranean Coast.

(c) All Italy south of Rome (Latitude 42°).

(d) All the Balkan Peninsula south of the Danube.

74. Officers and other ranks graded HO will not be employed in any capacity outside the United Kingdom.

Postings in War

75. (a) As the majority of operational units are not restricted by the nature of their role to any particular area of operations, the minimum PULHEEMS Employment Standards acceptable for service in these types of units have been laid down and are given in Table 6.

(b) Officers and other ranks may be posted to any unit other than those shown in Table 6 provided their PULHEEMS Employment Standard is compatible with the location of the unit.

Postings in Peace

76. (a) Under peace conditions, officers and other ranks may be posted to any unit, except those shown in sub-para. (b) below, provided they are up to the minimum standard for retention in the corps and are not restricted by the climatic or geographic limitations of their PULHEEMS Employment Standards.

(b) In order to ensure that units organized on an operational establishment and included in Table 6 are capable in peace of carrying out their war role at short notice, these units will hold only officers and other ranks who are up to the minimum PULHEEMS Employment Standards laid down in Table 6 when:—

(i) Serving in overseas commands.

(ii) Earmarked as reserve units or forming part of a reserve formation in the United Kingdom.

Airborne Duties

77. Officers and other ranks of all arms employed on airborne duties must be up to the minimum PULHEEMS assessment for the appropriate PES given in Table 5 Serial 6 for the Glider Pilot and Parachute Corps.

Physical Training

78. (a) All ranks aged 35 and under, graded P1, 2, 4 or 5, U1 and 2, L1 and 2, or S2, are fit to do full P.T.

(b) All ranks aged 35 and under, graded P3, 6 or 7, U3 and 7, L3 and 7, or S3, 6 or 7, are fit to do modified P.T.

(c) All ranks over 35 years of age may, provided they are medically fit, do P.T. on a voluntary basis.

Officers

79. PULHEEMS Employment Standards are not, in the case of officers, linked with any specific employment. The posting of officers to units is restricted only by the climatic and geographic limitations imposed by their PULHEEMS Employment Standards, and, in the case of the units given in Table 6, the minimum PULHEEMS Employment Standard laid down for the particular unit.

80. The posting authorities are responsible for ensuring that officers are posted to units in accordance with the limitations imposed by their PULHEEMS Employment Standards.

Other Ranks

Male

81. Officers i/c records, and G.H.Q./H.Qs. 2nd Echelon in the case of soldiers serving overseas, are responsible for ensuring that soldiers are correctly posted in accordance with the limitations of their PULHEEMS Employment Standard.

82. The minimum PULHEEMS assessment for each PES for all trades and employments in each arm are given in Table 5. Except for certain trades and employments, which require a particularly high standard, all soldiers graded FE or FT are fit to carry out any duty appropriate to their arm in a forward area. Soldiers who are graded LE, LT, BE, BT or HO are limited in their employment by the minimum PULHEEMS assessment laid down for each trade and employment in Table 5.

83. Soldiers whose PULHEEMS Employment Standards drop below the minimum for retention in the unit, as shown in Table 6, but not below the minimum for the corps, will be referred to the Senior Personnel Selection Officer attached to the arm concerned in accordance with current instructions for re-allocation unless the officer commanding wishes, as a special case, to retain the services of the soldier. In such cases the commanding officer will apply to officer i/c records (or G.H.Q./H.Q. 2nd Echelon when such exists) for permission to retain the soldier for a period not exceeding six months. Application will be made on the form of which a specimen is given at Appendix III.

84. A soldier, whose PULHEEMS Employment Standard drops while serving to BE, BT or HO, or whose assessment drops below the minimum for the lowest PES for his present trade or employment, will be referred to the Senior Personnel Selection Officer attached to the arm concerned. When the Senior Personnel Selection Officer considers the soldier is fitted for continued employment in the corps, he will forward his recommendations to the officer i/c records, or in the case of soldiers serving overseas, to the G.H.Q./H.Q. 2nd Echelon when such exists. In peace the officer i/c records or G.H.Q./H.Q. 2nd Echelon will only agree to the retention of a regular soldier whose PES has fallen below LT if suitable employment will be available for him for the remainder of his service.

85. Soldiers whose PULHEEMS Employment Standards drop below the retention standard for their corps or who cannot be re-employed as in para. 84 above, will be considered for re-allocation to another corps, or will be discharged in accordance with current instructions.

Q.A.R.A.N.C. and W.R.A.C.

86. PULHEEMS Employment Standards for Q.A.R.A.N.C. and W.R.A.C. other ranks are in all cases linked to specific trades or employments. Officers i/c records, or G.H.Q./H.Q. 2nd Echelon in certain overseas commands, are responsible for ensuring that Q.A.R.A.N.C. and W.R.A.C. other ranks are posted to a unit and a trade or employment appropriate to their PULHEEMS Employment Standards. When a Q.A.R.A.N.C. or W.R.A.C. other rank proves unsuitable for training, or for the employment recommended, or when an alteration in a PULHEEMS assessment makes a change of trade or employment necessary, the officer commanding unit will refer the case to the Senior Personnel Selection Officer.

DOCUMENTATION

Responsibility

87. Officers commanding units are responsible for ensuring that all occurrences of PULHEEMS assessments and PULHEEMS Employment Standards are published in Part II/III Orders and an up-to-date PULHEEMS assessment and PULHEEMS Employment Standard entered in the appropriate unit documents.

88. PULHEEMS assessments will be treated as confidential and published by officers commanding units (and G.H.Q./H.Q. 2nd Echelon as applicable) in a special issue of Part II/III Orders. These Orders will not be posted on unit notice boards. The PES itself is not confidential.

Documents in which PULHEEMS assessments and PULHEEMS Employment Standards are entered

89. The PULHEEMS assessment allotted to other ranks as an initial assessment and the PULHEEMS assessment and PULHEEMS Employment Standard allotted to all ranks as a service assessment or as a result of re-assessment will be recorded on the following documents:—

(a) Officers

| <i>Document</i> | <i>Held by</i> | <i>Record to be inserted</i> |
|-----------------|---|---|
| A.F. B199A | Original at War Office. Duplicate with unit or G.H.Q./H.Q. 2nd Echelon. | PULHEEMS assessment and PES. |
| A.B. 439 | Officer | PULHEEMS assessment and PES by Officer Commanding unit. |
| A.F.W 4050 | G.H.Q./H.Q. 2nd Echelon | PES |

(b) Other Ranks

| | | |
|---------------------------------|--|--|
| (i) A.F. B102 | O. i/c Records | PULHEEMS assessment will be entered at Box " E " and PES at Box " D ". |
| (ii) A.F. B2672 (Q & R Card) | Unit, except when soldier on " Y " or " X " List when O. i/c Records or G.H.Q./H.Q. 2nd Echelon. | PULHEEMS assessment and PES by authority holding document, in boxes provided. |
| (iii) Qualification forms. | | |
| A.F. B214 | Unit | PULHEEMS assessment at Basic Trg/Selection Units by P.S.O. |
| A.F. B152 | | |
| SP Sheet 100A | Unit | Any alterations to PULHEEMS assessments by S.P.S.O. attached Arm to whom referred for re-allocation. |
| SP Sheet 200 | | |
| SP Sheet 10 Series | | Printed inserts showing full medical box will be used. |

| <i>Document</i> | <i>Held by</i> | <i>Record to be inserted</i> |
|--------------------|-------------------------|--|
| MP 3/50 | | SP Sheet 100A Covering Serial K. SP Sheet 200 Right hand edge of Serial G. SP Sheet 10 Series Right hand edge of Serial K. MP 3/50 |
| (iv) F Med I | Unit | In spaces provided on page 4. Provisional and original service PULHEEMS assessment in space provided, by unit medical officer. |
| (v) A.B. 64 Part 1 | Soldier | PULHEEMS assessment and PES on appropriate page, by Officer Commanding unit. |
| (vi) A.F. B193 | G.H.Q./H.Q. 2nd Echelon | PES entered in pencil by Os. i/c Records, subsequently maintained by G.H.Q./H.Q. 2nd Echelon. |

90. All entries will be made in ink except entry on A.F. B193

Method of notifying a re-assessment

91. The re-assessment of an officer or other rank can only be effected by the procedure given in paras. 39 and 40, and Appendix II.

92. When an alteration to an assessment has been authorized, the O.C. unit will be notified of the new PULHEEMS assessment and recommended PES on the form given at Appendix IV.

93. Os.C. units will notify the occurrence in a special issue of Part II/III Orders or in the case of units in overseas commands administered by G.H.Q./H.Q. 2nd Echelon on A.F. W3010, A.F. W3011 or A.F. W3012 as applicable. In the case of officers, occurrences will take the form of a Section "A" entry.

Publication of PULHEEMS Employment Standards

94. Whenever a service assessment or re-assessment is promulgated in a special issue of Part II/III Orders the PULHEEMS Employment Standard will be shown even if there is no change in a PES. When an officer's or other rank's PES is altered as the result of an inter-corps transfer, or posting to different employment (in the case of other ranks), the new PES will be published in a normal issue of Part II/III Orders without any reference to the PULHEEMS assessment.

Method of recording automatic reviews

95. Whenever a PULHEEMS assessment is reviewed in accordance with the instructions contained in paras. 35 to 38 the following procedure will be followed:—

(a) When there is no change in re-assessment.

The medical officer will make a separate dated entry in A.B. 439 (Officer) and A.B. 64, Part I (Other Rank) recording "No Change".

(b) When re-assessment is indicated.

The procedure for effecting a re-assessment laid down in paras. 39 and 40 will be carried out and any re-assessment authorized will be promulgated as given in paras. 93 or 94 above.

On termination of service on medical grounds

96. When service terminates on medical grounds the president of the medical board will complete the full medical box on

- | | | | | | | | |
|------------------------|-----|-----|-----|-----|-----|-----|-----------|
| (a) <i>Officers</i> | ... | ... | ... | ... | ... | ... | A.F. A45 |
| (b) <i>Other Ranks</i> | ... | ... | ... | ... | ... | ... | A.F. B179 |

In all cases where a soldier is unfit for Army Service on medical grounds discharge will be carried out under King's Regulations 1940, para. 390(xvi). Where the soldier is medically unfit for Army Service under existing standards the discharge will be carried out under King's Regulations 1940, para. 390(xvi) (a) and A.F. B204 will be completed in every case.

97. Any alteration necessary to the PULHEEMS assessment will be promulgated as in para. 93 above, the documents referred to in para. 89 above being amended accordingly.

On termination of service other than on medical grounds

98. Four weeks before an officer or an other rank is due to proceed on terminal leave he will be referred to a medical officer who will verify the PULHEEMS assessment. When there is no alteration to an assessment, the medical officer will complete A.F. W3149 and forward this form to the individual's commanding officer.

99. When a re-assessment is indicated action will be taken as laid down in paras. 39 and 40, and Appendix II. When a medical board is necessary it will be held immediately after the first examination. Either A.F. W3149 or the report of a medical board is required in respect of every officer or other rank on termination of service. The full PULHEEMS assessment will be shown.

Examples

100. Specimen entries for a special issue of Part II/III Orders are given in Appendix V to this pamphlet.

FULL PAY ENTITLEMENT DURING ABSENCE FROM DUTY, SICK LEAVE AND TERMINAL LEAVE

ABSENCE FROM DUTY AS A RESULT OF SICKNESS OR INJURY

101. (To be issued later).

SICK LEAVE

Officers

102. Permission to proceed on sick leave may be given to officers by:—

- (a) An O.C. military hospital if the officer is in hospital, or the medical officer or civilian practitioner in medical charge of the case if the officer is absent from duty but not in hospital.
- (b) The commanding officer when the officer is at duty.
- (c) The president of the medical board which recommends sick leave.

103. The authorities competent to grant sick leave, under para. 102 above, are:—

- (a) On medical certificate up to a total absence of six weeks from duty—brigade commander, or equivalent.
- (b) On recommendation of a medical board held before the grant of sick leave, up to a total absence of three months from duty—divisional/district commander.
- (c) Sick leave in excess of three calendar months can only be given by the War Office.

104. When permission to proceed on sick leave is given by the authorities shown in sub-paras. 102 (a) and (b) above, A.F. B175 will be completed and forwarded through the normal channels to the War Office. When permission to proceed on sick leave is given by a medical board under sub-para. 102 (c) above, A.F. B175 will not be used, the command H.Q. is responsible for notifying the unit concerned of any sick leave granted. Sick leave will not be granted to an officer assessed as unfit for further service when no further hospital in-patient treatment is required. Sick leave in addition to normal terminal leave is not admissible under these conditions.

Other Ranks

105. Sick leave for an other rank is permissible only when *all* the following conditions are fulfilled.

- (a) When NOT fit for military duty.
- (b) When further hospital in-patient treatment is required after a stated period.
- (c) When the disability is unlikely to be aggravated and direct medical supervision is not necessary.

106. Such sick leave can only be recommended by a medical board convened by an O.C. hospital or convalescent depot and will be limited to a period NOT exceeding three months. The O.C. hospital or convalescent depot is responsible for notifying the other rank's officer i/c records of any sick leave approved.

107. When an other rank is recommended for leave on being discharged from a hospital or convalescent depot, any leave approved by the O.C. unit will count against the normal leave entitlement.

TERMINAL LEAVE ON INVALIDING

108.–115. (To be issued later.)

MEDICAL STANDARDS OF FITNESS FOR ENTRY TO, AND EMPLOYMENT IN, THE ARMY

EXPLANATION OF TABLES

Tables of medical standards for entry and employment

116. The medical standards of fitness for officers and other ranks for entry to, and employment in, the various arms are given in Tables 1 to 6.

Table 1—Minimum Medical Standards on Entry for Regular, Supplementary Reserve and Territorial Commissions by Arms.

Table 2—Minimum Medical Standards for Entry to the Army by Arms—Regular Other Ranks.

Table 3—Minimum Medical Standards for Entry to the Army by Arms—Other Ranks, National Servicemen entering Active Army, and Volunteers entering Supplementary Reserve and Territorial Army.

Table 4—PULHEEMS Employment Standards by Arms—Officers.

Table 5—PULHEEMS Employment Standards by Arms—Other Ranks.

Table 6—PULHEEMS Employment Standards for Employment in operational units in War.

Entry standards

Application

117. (a) The medical standards given in Tables 1, 2 and 3 are detailed in terms of PULHEEMS assessment, colour perception (CP), height and weight, and in each case the minimum is stated.
- (b) Applicants for entry above the age of 30 years, who are below the entry standard, will be considered as special cases by the War Office.

Temporary variation to entry standards

118. It may be necessary from time to time to vary the entry standard for certain corps as a temporary measure. When this is the case amendments will not be issued to the basic standards given in Tables 1, 2 and 3 but will be promulgated by Army Council Instructions or letters for:—

- (a) All officers—by the War Office (A.G.1.Offrs).
- (b) Regular, Supplementary Reserve or Territorial other ranks—by the War Office (A.G. 10).
- (c) National Service men—by the War Office (M.P. 3).

Visual Requirement

119. (a) A person who has lost the sight of one eye will not be accepted for entry to the Army.

- (b) The degrees under the qualities EE in Tables 1, 2 and 3 are shown as binocular vision. Where monocular vision is accepted a note to that effect is included in the table.

- (c) Where the degrees under EE are recorded as:—
- $$\frac{E}{3} \times \frac{E}{6}$$

the × indicates that either eye may be the better eye.

- (d) The minimum binocular and monocular vision for other ranks is:—

| | | | | | | | |
|---------------|---------------|----|----------------------------------|---------------|---------------|---------------|---------------|
| $\frac{E}{8}$ | $\frac{E}{8}$ | | $\frac{E}{8}$ | $\frac{E}{8}$ | | $\frac{E}{8}$ | $\frac{E}{8}$ |
| $\frac{8}{5}$ | $\frac{8}{5}$ | or | $\frac{8}{3} \times \frac{8}{7}$ | or | $\frac{8}{7}$ | $\frac{8}{3}$ | |
| (binocular) | | | (monocular) | | | | |

PULHEEMS Employment Standards

Application

120. (a) The PULHEEMS assessments shown in Tables 4 and 5 for each corps under each PES are the *minimum*.

- (b) The PULHEEMS assessments given in Tables 4 and 5 for the PES of HO for each arm are the minimum acceptable for retention in the Army during War. The minimum standards for retention under normal peace-time conditions and during the present interim period are given in paras. 52 to 57.

- (c) Male other ranks whose PES drops to BE, BT or HO will only be retained in the Corps if they can be posted to an employment appropriate to their PES.

Visual Requirement for Employment

121. (a) The degrees under the quality EE in Tables 4 and 5 are shown as binocular.
- (b) For the purpose of employment in the Army the main visual requirements are:—
- (i) Ability to see to shoot and drive with or without the aid of glasses.
 - (ii) Ability to see to drive and to shoot in self-defence.
 - (iii) Ability to see for ordinary purposes.
- (c) The requirements can be met by both binocular and monocular vision.

Employment Requirement

| | | | | | | |
|--|--------------------------------|--------------------------------|---------------------------------------|--------------------------------|---|--------------------------------|
| (i) Ability to see to shoot and drive without glasses. | $\frac{E}{3}$ | $\frac{E}{3}$ | $\frac{E}{1}$ | $\frac{E}{6}$ | The right eye must be the better eye, except:— (a) when the left eye is the master eye. (b) in the case of gunner-operators and gunner-signallers in the H. Cav. and R.A.C. | |
| (ii) Ability to see to shoot and drive with glasses. | $\frac{E}{8}$ $\frac{8}{3}$ | $\frac{E}{8}$ $\frac{8}{3}$ | $\frac{E}{8}$ $\frac{8}{1}$ | $\frac{E}{8}$ $\frac{8}{6}$ | | |
| (iii) Ability to see to drive and to shoot in self - defence with or without glasses. | $\frac{E}{8}$ $\frac{8}{3}$ | $\frac{E}{8}$ $\frac{8}{6}$ | $\frac{E}{8}$ $\frac{8}{6}$ | $\frac{E}{8}$ $\frac{8}{3}$ | | |
| (iv) Ability to see for ordinary purposes and to shoot in self - defence but not to drive. | $\frac{E}{8}$ $\frac{8}{5}$ | $\frac{E}{8}$ $\frac{8}{5}$ | $\frac{E}{8}$ $\frac{8}{3} \times$ | $\frac{E}{8}$ $\frac{8}{8}$ | $\frac{E}{8}$ $\frac{8}{3} \times$ | $\frac{E}{-}$ $\frac{-}{-}$ |

- (d) For calculating the monocular equivalent for the binocular standards given in Tables 4 and 5 the comparisons given in sub-para. (c) above will be used.

TABLE 1

MINIMUM MEDICAL STANDARDS FOR REGULAR, SUPPLEMENTARY RESERVE AND TERRITORIAL OFFICERS BY ARMS ON ENTRY

| SERIAL | ARM | P U L H E E M S | CP | See Notes | NOTES |
|--------|---|--|--------|---|---|
| 1 | H. Cav. and R.A.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (a) Vision unaided must be correctable to at least 6/12 in each eye, or not less than 6/6 right eye and 6/36 left eye, <i>i.e.</i> , E E E E 8 8 8 8 — — or — — 3 3 1 6 |
| 2 | (a) R.A. (all Regular and S.R. commissions, and T.A. commission in Fd. and Light A.A.) (b) R.A. (S.R. and T.A. commissions in C.D. and Heavy A.A.) | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 3 3 3 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 3 | (a) and (f) (a) and (f) | (b) Vision unaided must be correctable to at least 6/12 in the better eye, and not less than 6/36 in the worse eye, <i>i.e.</i> , E E E E 8 8 8 8 — — or — — 3 6 6 3 |
| 3 | R.E. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (c) Vision unaided must be correctable to at least 6/24 in each eye, or at least 6/12 in the better eye and 6/60 in the worse eye, <i>i.e.</i> , E E E E 8 8 8 8 — — or — — 3 6 6 3 |
| 4 | Royal Corps of Signals | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (c) Vision unaided must be correctable to at least 6/24 in each eye, or at least 6/12 in the better eye and 6/60 in the worse eye, <i>i.e.</i> , E E E E 8 8 8 8 — — or — — 5 5 3 7 7 3 |
| 5 | Foot Guards | 2 2 2 2 $\frac{3}{1}$ $\frac{3}{1}$ 2 2 | 3 | (d) and (f) | (d) Vision in each eye unaided must not be less than 6/12 or right eye 6/6, left eye 6/36, <i>i.e.</i> , E E E E 3 3 1 6 — — or — — |
| 6 | Infantry of the Line | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 7 | Glider Pilot and Parachute Corps:— (a) Glider Pilots (b) Parachutists | 2 2 2 2 $\frac{3}{1}$ $\frac{3}{1}$ 2 2 2 2 2 2 $\frac{3}{3}$ $\frac{3}{3}$ 2 2 | 3 3 | (e), (f) and (g) (d), (f), (h) and (i) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 8 | R.A.Ch.D. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 | (a) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 9 | R.A.S.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 10 | R.A.M.C. (a) Medical (b) Non-medical | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 4 | (a) (a) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 11 | R.A.O.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 12 | R.E.M.E. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 | (a) and (f) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 13 | R.A.P.C. | 3 3 3 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |
| 14 | R.A.V.C. | 2 2 2 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | (e) Vision in each eye unaided must not be less than 6/12 and each eye must be correctable to 6/6, <i>i.e.</i> , E E 3 3 |

TABLE 1—continued

| SERIAL | ARM | P U L H E E M S | CP | See Notes | NOTES |
|--------|---|---|----|----------------|---|
| 15 | R.A.E.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 | (a) and (f) | Hypermetropia less than 1·5. Convergence 10 cms. |
| 16 | R.A.D.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 | (a) | (f) <i>Near Vision</i> Better Eye—read J6 (D 0·8) with or without cor- rection. Worse Eye—reads J8 (D 1·0) with or without cor- rection. |
| 17 | Royal Pioneer Corps | 3 3 3 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | <i>Glider Pilot and Parachute Corps</i> (g) Personnel for glider pilot duties must have a minimum leg length of 39 inches to be measured by sitting the candidate on the floor with his legs outstretched and his back flush against a wall, meas- urements being taken from the base of the wall to the base of the candidate's heels. |
| 18 | Intelligence Corps | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 4 | (a) and (f) | |
| 19 | A.C.C. | 2 2 2 2 $\frac{8}{3}$ $\frac{8}{3}$ 2 2 | 3 | (a) and (f) | |
| 20 | General List | 3 3 3 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | |
| 21 | E.R.E. List (Officers of the Directorate of Army Legal Services) | 3 3 3 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | |
| | THE WOMEN'S CORPS | | | | |
| 22 | Q.A.R.A.N.C. | 2 2 2 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | (h) Maximum height for parachutist is 73 inches. |
| 23 | W.R.A.C. | 3 3 3 2 $\frac{8}{5}$ $\frac{8}{5}$ 2 2 | 4 | (c) | (i) Maximum weight for parachutist is 182 lb. |

FOOTNOTES

1. *Quartermaster all Arms*

The minimum standard for a quartermaster commission is the lowest PULHEEMS assessment compatible with a PES of FE for quartermaster as shown at Table 4 Serial 25, except that candidates serving in the R.A.P.C. may be accepted for a regular commission as an Assistant Paymaster providing they are up to the minimum standard shown at Serial 13 above.

2. *Women Officers of R.A.M.C. and R.A.D.C.*

The standard will be the same as shown for male officers at Serials 10 and 16 above.

3. *S.R. and T.A. Commissions in R.M.P. and A.P.T.C.*

The minimum standard for a S.R. or T.A. commission in R.M.P. and A.P.T.C. is the assessment laid down in Table 4 for a PES of FE for the corps.

TABLE 2

MINIMUM MEDICAL STANDARDS FOR ENTRY TO THE ARMY BY ARMS—REGULAR OTHER RANKS

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|---|--|------------------|-----------------|-------------------|--|
| | | P U L H E E M S | Height (ins.) | Weight (lb.) | | |
| 1 | HOUSEHOLD CAVALRY All | 2 2 3 2 3 $\frac{3}{2}$ 2 2 | 70 | 138 | 3 | (e) and (p) |
| 2 | ROYAL ARMoured CORPS All | 2 2 3 2 8 $\frac{8}{3}$ 2 2 | 62 | 110 | 3 | (f) and (p) |
| 3 | ROYAL ARTILLERY All except the following who will be CP 3: | | | | | |
| | Electrical Fitter Surveyor (R.A.) Vehicle Mechanic | 2 2 3 2 8 $\frac{8}{3}$ 2 2 | 62 | 110 | 4 | (f), (p) and (q) |
| 4 | ROYAL ENGINEERS Navigator | 2 2 3 2 3 $\frac{3}{2}$ 2 2 | 62 | 110 | 2 | (e) |
| | Railway Engine Driver (Diesel) Railway Engine Driver (Steam) | 3 2 3 2 3 $\frac{3}{2}$ 2 2 | 62 | 110 | 2 | (e) |
| | Fireman (Locomotive) Heavy Crane Operator Operator (A.V.R.E.) | 3 2 3 2 8 $\frac{8}{3}$ 2 2 | 62 | 110 | 3 | (f) |
| | Blockman Brakesman and Shunter Crane Operator Driver Driver, Operator Driver, Road Roller Plant Operator Rigger* Steelwork Erector* Vehicle Mechanic | 3 2 3 2 8 $\frac{8}{3} \times \frac{8}{6}$ 2 2 | 62 | 110 | *4 others 3 | (g) |
| | Axeman Blacksmith Bricklayer Concretor Field Engineer Fireman, Marine Mason Miner (Mech. or Drill) Platelayer Riveter Stevedore Timberman | 3 2 3 2 8 $\frac{8}{5}$ 2 2 | 62 | 110 | 4 | (h) |
| | Lighterman (I.W.T.) Modeller (Camouflage) Surveyor (Engineering) Surveyor (Topographical) Surveyor (Trigonometrical) | 3 3 3 2 8 $\frac{8}{3}$ 2 2 | 62 | 110 | 3 | (f) |
| | Instrument Mechanic Instrument Mechanic (Field Survey) Photographer (Cine or Still) Traffic Operator | 3 3 3 2 8 $\frac{8}{3} \times \frac{8}{6}$ 2 2 | 62 | 110 | 3 | (g) |
| | Chemical Laboratory Assistant Craft Engineer Draughtsman (Architectural) Draughtsman (Mechanical) Draughtsman (Railway and Port Construction) Draughtsman (Topographical) Electrician (Diesel Elec. Loco.) Electrician, R.E. Electrician, Power Station Electrician (Wireman) Engine Fitter (IC and Pumps) Engine Fitter (Steam Recip.) Engine Fitter (Plant) Engine Hand, IC Equipment Repairer Fitter Fitter (Railway Signals) Grinder, Precision | 3 3 3 2 8 $\frac{8}{5}$ 2 2 | 62 | 110 | 3 | (h) |

TABLE 2—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|---|--|--|-------------------------------------|----|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 4 | ROYAL ENGINEERS— <i>contd.</i> | | | | | |
| | Helio Worker Lithographer (Draughtsman) Lithographer (Machine-minder) Lithographer (Prover) Painter and Decorator Pattern Maker Photographer (Cartographic) Photographic Developer Photo Writer Plasterer (Camouflage) Plumber and Pipefitter Printer (Compositor) Refrigeration Mechanic Shipwright | 3 3 3 2 8 8 2 2 5 5 | 62 | 110 | 3 | (h) |
| | All others | 3 3 3 2 8 8 2 2 5 5 | 62 | 110 | 4 | (h) |
| 5 | ROYAL SIGNALS | | | | | |
| | Lineman Pl, Fd., UG | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) |
| | Despatch Rider | 2 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) |
| | Operator (Keyboard) Operator (Keyboard and Wireless) Operator (Special) Operator (Wireless and Line) | 3 2 3 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) |
| | Driver Line Mechanic Line Test Clerk Telegraph Mechanic Vehicle Mechanic Operator (Keyboard and Cipher) Operator (Switchboard) Radio Mechanic | 3 2 3 2 8 8 2 2 3 × 6 | Drivers 62 Others 60 | Drivers 110 Others 100 | 3 | (g) |
| | Draughtsman, R. Signals Storeman, Technical | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |
| | All others | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | FOOT GUARDS | | | | | |
| | All | 2 2 2 2 4 4 2 2 3 3 | 69(G.G.) (C.G.) (S.G.) 68(I.G.) (W.G.) | 135 | 3 | (b) and (p) |
| | | | | | | |
| 7 | INFANTRY OF THE LINE | | | | | |
| | All | 2 2 2 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) and (p) |
| 8 | GLIDER PILOT AND PARACHUTE CORPS | | | | | |
| | (a) Parachutists | 2 2 2 2 3 3 2 2 | 62 | 110 | 3 | (j), (m), (n) and (o) |
| | (b) Non-Parachutists:— Bricklayer Clerk, General Duties Carpenter and Joiner Driver Painter and Decorator Plumber and Pipefitter Storeman (Technical) Tailor Vehicle Mechanic | 3 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f), (m) and (r) |
| | (c) Glider Pilots:— All | 2 2 2 2 3 3 2 2 1 1 | 65 | 120 | 3 | (k) and (l) |
| | THE BRIGADE OF GURKHAS | | | | | |
| | All | 2 2 2 2 8 8 2 2 3 3 | 58 | — | 3 | (f) |
| 10 | ROYAL ARMY SERVICE CORPS | | | | | |
| | Driver (Horse Transport) | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) |
| | Fireman | 2 2 2 2 3 3 2 2 | 66 | 130 | 3 | (c) |
| | Seaman Navigator | 2 2 3 2 3 3 2 2 | 60 | 100 | 2 | (e) |

TABLE 2—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|--|--|------------------|-----------------|----|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 10 | ROYAL ARMY SERVICE CORPS— <i>contd.</i> | | | | | |
| | Farrier | } 2 2 3 2 8 8 2 2 3 × 6 | 60 | 100 | 3 | (g) |
| | Marine Engineer | | | | | |
| | Saddler and Harness Maker | | | | | |
| | Wheeler | | | | | |
| | Blacksmith | } 3 2 3 2 8 8 2 2 3 × 6 | 60 | 100 | 3 | (g) |
| | Butcher | | | | | |
| | Sheet Metal Worker | | | | | |
| | Driver | | | | | |
| | Vehicle Mechanic | } 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| 11 | Carpenter and Joiner | | | | | |
| | Clerk, General Duties | | | | | |
| | Coachtrimmer | | | | | |
| | Draughtsman (Mechanical) | | | | | |
| | Fitter (Petroleum) | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | All others | | | | | |
| | | | | | | |
| | | | | | | |
| | | } 3 2 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| 12 | ROYAL ARMY MEDICAL CORPS | | | | | |
| | Mental Nursing Orderly | } 3 2 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |
| | Dispenser | | | | | |
| | Laboratory Assistant (Pathological) | | | | | |
| | Radiographer | | | | | |
| | All others | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | } 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| 13 | ROYAL ARMY ORDNANCE CORPS | | | | | |
| | Crane Operator | } 3 3 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| | Driver | | | | | |
| | Vehicle Mechanic | | | | | |
| | Photographer (Cine or Still) | | | | | |
| | Ammunition Examiner | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |
| | Photographic Developer | | | | | |
| | All others | | | | | |
| | | | | | | |
| | | } 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| 14 | ROYAL ELECTRICAL AND MECHANICAL ENGINEERS | | | | | |
| | Blacksmith | } 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| | Driver | | | | | |
| | Driver Operator | | | | | |
| | Recovery Mechanic | | | | | |
| | Vehicle Mechanic | } 3 2 3 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) |
| | Instrument Mechanic | | | | | |
| | Armament Artificer | | | | | |
| | Leading Artisan Staff Sgt. | | | | | |
| | Armourer | } 3 3 3 2 8 8 2 2 3 × 6 | 60 | 100 | 3 | (g) |
| | Draughtsman, Mechanical | | | | | |
| | Electrician | | | | | |
| | Telecommunication Mechanic | | | | | |
| 15 | Watchmaker | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |
| | Welder | | | | | |
| | Fitter | | | | | |
| | Grinder, Precision | | | | | |
| | Machinist, Metal | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | Toolmaker | | | | | |
| | Turner | | | | | |
| | Coachpainter | | | | | |
| | Electro Depositor | } 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |
| | Sheetmetal Worker | | | | | |
| | All others | | | | | |
| | | | | | | |
| 14 | CORPS OF ROYAL MILITARY POLICE | | | | | |
| | All | 2 2 2 2 3 3 2 2 | 68 | 135 | 3 | (e) and (i) |
| 15 | ROYAL ARMY PAY CORPS Clerk (R.A.P.C.) | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |

TABLE 2—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|--|-------------------------------------|---------------------|-----------------------|---------|--|
| | | PULHEEMS | Height (ins.) | Weight (lb.) | | |
| 16 | ROYAL ARMY VETERINARY CORPS (a) All except (b) below | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 4 | (f) |
| | (b) Clerk, General Duties Saddler and Harness Maker } | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 17 | SMALL ARMS SCHOOL CORPS All | 3 3 3 2 8 8 2 2 (6) 3 3 | 62 | 110 | 3 | (f) and (i) |
| 18 | MILITARY PROVOST STAFF CORPS All | 2 2 2 2 3 3 2 2 | 67 | 130 | 4 | (e) and (i) |
| 19 | ROYAL ARMY EDUCATIONAL CORPS All | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 20 | ROYAL ARMY DENTAL CORPS All | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 21 | INTELLIGENCE CORPS (a) Clerk (Special Intelligence Duties) | 2 2 2 2 8 8 2 2 3 3 | 66 | 123 | 4 | (f) |
| | (b) All others | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 22 | ARMY PHYSICAL TRAINING CORPS All | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 4 | (f) and (i) |
| 23 | ARMY CATERING CORPS Cook Hospital Cook } | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (d) and (h) |
| 24 | BANDSMEN | 3 3 3 3 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 25 | Boys (all arms ages 14-17) | 2 2 2 2 8 8 2 2 3 3 | 55-59 | 74-100 | 4 | (f) |
| 26 | LOCALLY ENLISTED PERSONNEL | 3 2 3 2 8 8 2 2 3 3 | 60 | 100 | 4 | (f) and (r) |
| 27 | QUEEN ALEXANDRA'S ROYAL ARMY NURSING CORPS Nursing Orderly | 2 2 2 2 8 8 2 2 5 5 | 60 | 106 | 3 | (h) |
| | Mental Nursing Orderly | 2 2 3 2 8 8 2 2 5 5 | 60 | 106 | 3 | (h) |
| | Radiographer Masseuse (Physiotherapist)* Laboratory Assistant } | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 3 *4 | (h) |
| | Hospital Cook | 3 2 3 3 8 8 2 2 5 5 | 58 | 102 | 3 | (d) and (h) |
| | Clerk Clerk Orderly Clinical Special Treatment Orderly Storewoman Technical } | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 4 | (h) |
| | Dental Operating Room Assistant Dental Hygienist } | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 4 | (h) |
| 28 | WOMEN'S ROYAL ARMY CORPS Provost Duties Regimental Policewoman } | 2 2 2 2 3 3 2 2 (5) | 64 | 118 | 3 | (e) and (t) |
| | Experimental Assistant (Gunnery) Instrument Number } | 2 2 2 2 8 8 2 2 (5) 3 3 | 58 | 102 | 3 | (f) and (t) |
| | Physical Training Instructor | 2 2 2 2 8 8 2 2 (5) 3 \times 6 | 58 | 102 | 4 | (f) and (t) |
| | Driver Operator, Kine Theodolite* Operator, Wireless and Line* } | 2 2 3 2 8 8 2 2 (5) 3 \times 6 | *58 others 62 | *102 others 110 | 3 | (g) and (t) |

TABLE 2—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|--|--|------------------|-----------------|-------------------|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 28 | WOMEN'S ROYAL ARMY CORPS— <i>contd.</i> | | | | | |
| | Assistant Cook | 2 2 3 3 8 8 2 2 (5) 5 5 | 58 | 102 | *4 others 3 | (d), (h) and (i) |
| | Cook | | | | | |
| | Nursing Orderly* | | | | | |
| | Orderly Medical* | | | | | |
| | Operator Fire Control | 3 3 3 2 8 8 2 2 (6) 3 3 | 58 | 102 | 3 | (f) and (u) |
| | Armament Artificer | 3 3 3 2 8 8 2 2 (6) 3 6 | 58 | 102 | 3 | (g) and (u) |
| | Operator (Keyboard and Cipher) | | | | | |
| | Operator (Switchboard) (W.R.A.C.) | | | | | |
| | Operator, Keyboard (W.R.A.C.) | | | | | |
| | Plotter | | | | | |
| | Telecommunication Mechanic | | | | | |
| | Operator (Office Machine) | 3 3 3 2 8 8 2 2 (6) 3 × 6 | 58 | 102 | 3 | (g) and (u) |
| | Administrative W.Os. and N.C.Os. | 3 3 3 2 8 8 2 2 (6) 5 5 | 58 | 102 | 4 | (h) and (u) |
| | Bandswoman | | | | | |
| | Chiroprapist | | | | | |
| | Clerks (All) | | | | | |
| | Dental Operating Room Assistant (R.A.D.C. Duties) | | | | | |
| | Education Instructor | | | | | |
| | Hairdresser | | | | | |
| | Mess Caterer | | | | | |
| | Mess Steward | | | | | |
| | Orderlies (All Others) | | | | | |
| | Personnel Selection Staff (Tester) | | | | | |
| | Shoemaker | | | | | |
| | Storewoman (Technical) (All) | | | | | |
| | Tailoress | | | | | |
| | Telephonist A.A. | | | | | |
| | Training Instructor | | | | | |

TABLE 3

MINIMUM MEDICAL STANDARDS FOR ENTRY TO THE ARMY
BY ARMSOTHER RANKS—NATIONAL SERVICE MEN ENTERING ACTIVE
ARMY AND VOLUNTEERS ENTERING SUPPLEMENTARY
RESERVE OR TERRITORIAL ARMY

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|---|--|------------------|-----------------|----|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 1 | HOUSEHOLD CAVALRY All | 2 2 3 2 8 8 2 2 3 3 | 70 | 138 | 3 | (f) and (p) |
| 2 | ROYAL ARMoured CORPS All | 2 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) and (p) |
| 3 | ROYAL ARTILLERY (a) RHA and Field All | 2 2 3 2 8 8 2 2 3 3 | 62 | 110 | 4 | (f) and (p) |
| | (b) HAA and Coast Arty. All | 3 2 3 2 8 8 2 3 3 × 6 | 67 | 120 | 4 | (g), (p) and (q) |
| | (c) LAA and S/L All | 3 2 3 2 8 8 2 3 3 × 6 | 62 | 110 | 4 | (g), (p) and (q) |
| 4 | ROYAL ENGINEERS Navigator | 2 2 3 2 3 3 2 2 | 62 | 110 | 2 | (e) |
| | Railway Engine Driver | 3 2 3 2 3 3 2 2 | 62 | 110 | 2 | (e) |
| | Railway Engine Driver (Diesel) | | | | | |
| | Fireman (Locomotive) | 3 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) |
| | Operator (A.V.R.E.) | | | | | |

TABLE 3—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) | | | | | |
|---------------------------------------|-------------------------------------|--|------------------|-----------------|-------------------|--|--------------------------|-----|-----|-----|-----|
| | | | Height (ins.) | Weight (lb.) | | | | | | | |
| 4 | ROYAL ENGINEERS— <i>contd.</i> | | | | | | | | | | |
| | Blockman | 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 others *4 | (g) | | | | | |
| | Brakesman and Shunter | | | | | | | | | | |
| | Crane Operator | | | | | | | | | | |
| | Driver | | | | | | | | | | |
| | Driver Operator | | | | | | | | | | |
| | Driver Road Roller | | | | | | | | | | |
| | Plant Operator | | | | | | | | | | |
| | Rigger* | | | | | | | | | | |
| | Steelwork Erector* | 3 2 3 2 8 8 2 2 5 5 | 62 | 110 | 4 | (h) | | | | | |
| | Vehicle Mechanic | | | | | | | | | | |
| | Axeman | | | | | | | | | | |
| | Blacksmith | | | | | | | | | | |
| | Bricklayer | | | | | | | | | | |
| | Concretor | | | | | | | | | | |
| | Field Engineer | | | | | | | | | | |
| | Fireman (Marine) | | | | | | | | | | |
| | Mason | 3 3 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) | | | | | |
| | Miner (Mech. or Drill) | | | | | | | | | | |
| | Platelayer | | | | | | | | | | |
| | Riveter | | | | | | | | | | |
| | Stevedore | | | | | | | | | | |
| | Timberman | | | | | | | | | | |
| | Heavy Crane Operator | | | | | | | | | | |
| | Lighterman (I.W.T.) | | | | | | 3 3 3 2 8 8 2 3 3 × 6 | 62 | 110 | 3 | (g) |
| | Surveyor (Engineering) | | | | | | | | | | |
| | Surveyor (Topographical) | | | | | | | | | | |
| | Surveyor (Trigonometrical) | | | | | | | | | | |
| | Instrument Mechanic | | | | | | | | | | |
| | Instrument Mechanic (Field Survey) | 3 3 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) | | | | | |
| | Photographer (Cine or Still) | | | | | | | | | | |
| | Traffic Operator | 3 3 3 2 8 8 2 2 5 5 | 62 | 110 | 3 | (h) | | | | | |
| | Craft Engineer | | | | | | | | | | |
| | Electrician Power Station | | | | | | | | | | |
| | Electrician (Wireman) | | | | | | | | | | |
| | Fitter | | | | | | | | | | |
| | Fitter (Railway Signals) | | | | | | | | | | |
| | Photographer (Carto) | | | | | | | | | | |
| | Photo Writer | | | | | | | | | | |
| | Plasterer (Camouflage) | 3 3 7 7 8 8 2 3 5 5 | 62 | 110 | 3 | (h) | | | | | |
| | Chemical Laboratory Assistant | | | | | | | | | | |
| | Modeller Camouflage | | | | | | | | | | |
| | Painter and Decorator | | | | | | | | | | |
| | Photographic Developer | | | | | | | | | | |
| | All others | | | | | | | | | | |
| ROYAL SIGNALS | | | | | | | | | | | |
| Lineman Pl, Fd, UG | 2 2 2 2 8 8 2 2 3 3 | | | | | | 60 | 100 | 3 | (f) | |
| Despatch Rider | 2 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) | | | | | | |
| Operator (Keyboard) | 3 2 3 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) | | | | | | |
| Operator (Keyboard and Wire- less) | | | | | | | | | | | |
| Operator (Special) | | | | | | | | | | | |
| Operator (Wireless and Line) | | | | | | | | | | | |
| Driver | 3 2 3 2 8 8 2 2 3 × 6 | drivers 62 | drivers 110 | 3 | (g) | | | | | | |
| Line Mechanic | | others 60 | others 100 | | | | | | | | |
| Line Test Clerk | | | | | | | | | | | |
| Telegraph Mechanic | | | | | | | | | | | |
| Vehicle Mechanic | 3 2 7 2 8 8 2 2 3 × 6 | 60 | 100 | 3 | (g) | | | | | | |
| Foreman of Signals | | | | | | | | | | | |
| Operator (Keyboard and Cipher) | | | | | | | | | | | |
| Operator (Switchboard) | | | | | | | | | | | |
| Radio Mechanic | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 3 | (h) | | | | | | |
| Draughtsman (R. Sigs.) | | | | | | | | | | | |
| Storeman Technical | | | | | | | | | | | |
| All others | | | | | | | | | | | |
| | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) | | | | | | |

TABLE 3—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|--|--|--|-----------------|-------------------|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 6 | FOOT GUARDS All | 2 2 2 2 4 4 2 2 3 3 | 69(G.G.) (C.G.) (S.G.) 68(I.G.) (W.G.) | 135 | 3 | (b) and (p) |
| 7 | INFANTRY OF THE LINE All | 2 2 2 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f) and (p) |
| 8 | GLIDER PILOT AND PARACHUTE CORPS (a) Parachutists | 2 2 2 2 3 3 2 2 | 62 | 110 | 3 | (j), (m), (n) and (o) |
| | (b) Non-Parachutists:— Bricklayer Clerk, General Duties Carpenter and Joiner Driver Painter and Decorator Plumber and Pipefitter Storeman (Technical) Tailor Vehicle Mechanic | 3 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (f), (m) and (n) |
| | (c) Glider Pilots:— All | 2 2 2 2 3 3 2 2 1 1 | 65 | 120 | 3 | (k) and (l) |
| 9 | ROYAL ARMY SERVICE CORPS Driver, Horse Transport | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 3 | (f) |
| | Fireman | 2 2 2 2 3 3 2 2 | 66 | 130 | 3 | (e) |
| | Navigator Seaman | 2 2 3 2 3 3 2 2 | 60 | 100 | 2 | (e) |
| | Farrier Marine Engineer Wheeler | 2 2 3 2 8 8 2 2 3 3 | 60 | 100 | 3 | (g) |
| | Driver Vehicle Mechanic | 3 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (g) |
| | Blacksmith | 3 2 7 7 8 8 2 3 5 5 | 60 | 100 | 3 | (h) |
| | Carpenter and Joiner Clerk (all types) Coachtrimmer Fitter, Petroleum Issuer Saddler and Harness Maker All others | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| | | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 3 | (h) |
| 10 | ROYAL ARMY MEDICAL CORPS Mental Nursing Orderly | 3 2 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| | Dispenser* Nursing Orderly Operating Room Assistant Sanitary Assistant Special Treatment Orderly | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | *3 others 4 | (h) |
| | Chiropodist Laboratory Assistant Pathological Masseur Optician Radiographer* | 3 3 7 3 8 8 2 3 5 5 | 60 | 100 | *3 others 4 | (h) |
| | Clerk (all types) General Duties Storeman (Technical) | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 11 | ROYAL ARMY ORDNANCE CORPS Crane Operator Driver Vehicle Mechanic | 3 2 3 2 8 8 2 2 3 3 | 62 | 110 | 3 | (g) |
| | Ammunition Examiner | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 3 | (h) |

TABLE 3—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment P U L H E E M S | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|---|--|-------------------------------------|--|-------------|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 11 | ROYAL ARMY ORDNANCE CORPS— <i>contd.</i> Storeman (all types) | 3 3 3 2 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| | All others | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 12 | ROYAL ELECTRICAL AND MECHANICAL ENGINEERS | | | | | |
| | Driver Driver Operator Recovery Mechanic Vehicle Mechanic | 3 2 3 2 8 8 2 2 3 × 6 | 62 | 110 | 3 | (g) |
| | Armament Artificer Leading Artisan Staff Sgt. Armourer Electrician Telecommunication Mechanic | 3 3 3 2 8 8 2 2 3 × 6 | 60 62 | 100 110 | 3 3 | (g) (g) |
| | Blacksmith | 3 2 3 2 8 8 2 3 5 5 | 62 | 110 | 3 | (h) |
| | Fitter | 3 3 3 2 8 8 2 2 5 5 | 62 | 110 | 3 | (h) |
| | Grinder, Precision Machinist, Metal Toolmaker Turner | 3 3 7 3 8 8 2 3 3 × 6 | 62 | 110 | 3 | (g) |
| | Coachpainter Draughtsman, Mechanical | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 3 | (h) |
| | Instrument Mechanic | 3 3 7 3 8 8 2 3 3 3 | 60 | 100 | 3 | (f) |
| | All others | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 13 | CORPS OF ROYAL MILITARY POLICE | | | | | |
| | All | 2 2 2 2 3 3 2 2 | 68 | 135 | 3 | (e) |
| 14 | ROYAL ARMY PAY CORPS Clerk (R.A.P.C.) | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 15 | ROYAL ARMY VETERINARY CORPS | | | | | |
| | Farrier Driver (H.T.) | 3 2 3 2 8 8 2 2 3 × 6 | Drivers 62 Others 60 60 | Drivers 110 Others 100 100 | 3 3 4 | (g) (g) (h) |
| | All others | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 16 | ROYAL ARMY DENTAL CORPS | | | | | |
| | All | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 17 | ROYAL PIONEER CORPS (Applicable to National Service men only) | | | | | |
| | (a) Driver | 3 2 3 2 8 8 2 2 3 × 6 | 60 | 100 | 3 | |
| | (b) Carpenter and Joiner Clerk, General Duties Plumber and Pipefitter Shoemaker Storeman | 3 3 7 7 8 8 2 3 3 × 6 | 60 | 100 | 4 | |
| | (c) (i) Armed | 3 3 7 7 8 8 3 2 5 5 | 60 | 100 | 4 | |
| | (ii) Unarmed | 3 3 7 3 8 8 7 2 5 5 | 60 | 100 | 4 | |
| 18 | ROYAL ARMY EDUCATIONAL CORPS | | | | | |
| | All | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |
| 19 | INTELLIGENCE CORPS | | | | | |
| | (a) Clerk (Special Intelligence Duties) | 2 2 2 2 8 8 2 2 3 3 | 66 | 123 | 4 | (f) |
| | (b) All others | 3 3 3 2 8 8 2 2 5 5 | 60 | 100 | 4 | (h) |

TABLE 3—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|--|-----------------------------------|------------------|-----------------|-------------------|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 20 | ARMY PHYSICAL TRAINING CORPS | | | | | |
| | All | 2 2 2 2 8 8 2 2 3 3 | 60 | 100 | 4 | (f) |
| 21 | ARMY CATERING CORPS | | | | | |
| | Cook | 3 3 7 3 8 8 2 3 5 5 | 60 | 100 | 3 | (d) and (h) |
| | Hospital Cook | | | | | |
| 22 | BANDSMEN | 3 7 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 23 | NON-COMBATANT CORPS | | | | | |
| | All | 3 3 7 7 8 8 2 3 5 5 | 60 | 100 | 4 | (h) |
| 24 | QUEEN ALEXANDRA'S ROYAL ARMY NURSING CORPS | | | | | |
| | Nursing Orderly | 2 2 2 2 8 8 2 2 5 5 | 60 | 106 | 3 | (h) |
| | Mental Nursing Orderly | 2 2 3 2 8 8 2 2 5 5 | 60 | 106 | 3 | (h) |
| | Radiographer | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 3 | (h) |
| | Masseuse (Physiotherapist) | | | | 4 | |
| | Laboratory Assistant | | | | 3 | |
| | Hospital Cook | 3 2 3 3 8 8 2 2 5 5 | 58 | 102 | 3 | (d) and (h) |
| | Clerk | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 4 | (h) |
| | Clerk Orderly Clinical | | | | | |
| | Special Treatment Orderly | | | | | |
| | Storewoman Technical | | | | | |
| | Dental Operating Room Assistant | 3 3 3 2 8 8 2 2 5 5 | 58 | 102 | 4 | (h) |
| | Dental Hygienist | | | | | |
| 25 | WOMEN'S ROYAL ARMY CORPS | | | | | |
| | (a) Territorial Army Trades and Employments:— | | | | | |
| | Provost Duties | 2 2 2 2 3 3 2 2 (5) | 64 | 118 | 3 | (e) and (t) |
| | Regimental Police | | | | | |
| | Experimental Assistant (Gunnery) | 2 2 2 2 8 8 2 2 (5) 3 3 | 58 | 102 | *4 others 3 | (f) and (t) |
| | Fitter* | | | | | |
| | Instrument Number A.A. | | | | | |
| | Physical Training Instructor* | | | | | |
| | Driver | 2 2 3 2 8 8 2 2 (5) 3 × 6 | *58 62 | *102 110 | 3 | (g) and (t) |
| | Operator, Kine Theodolite* | | | | | |
| | Assistant Cook | 2 2 3 3 8 8 2 2 (5) 5 5 | 58 | 102 | *4 others 3 | (d), (h) and (t) |
| | Cook | | | | | |
| | Orderly Medical* | | | | | |
| | Instrument Mechanic | 3 3 3 2 8 8 2 2 (6) 3 × 6 | 58 | 102 | 3 | (f) and (u) |
| | Operator, Fire Control | | | | | |
| | Armament Artificer | 3 3 3 2 8 8 2 2 (6) 3 × 6 | 58 | 102 | 3 | (g) and (u) |
| | Operator (Keyboard and Cipher) | | | | | |
| | Operator (Office Machine) | | | | | |
| | Operator (Switchboard) | | | | | |
| | Operator, Keyboard (W.R.A.C.) | | | | | |
| | Plotter | | | | | |
| | Radio Assembler | 3 3 7 3 8 8 2 3 (6) 5 5 | 58 | 102 | *3 others 4 | (h) and (u) |
| | Telecommunication Mechanic | | | | | |
| | Administrative W.O.s and N.C.O.s | | | | | |
| | Ammunition Examiner | | | | | |
| | Bandswoman | | | | | |
| | Chiropodist | | | | | |
| | Clerks (All) | | | | | |
| | Coach/Trimmer | | | | | |
| | Cycle Repairer | | | | | |
| | Dental Operating Room Assistant | | | | | |
| | (R.A.D.C. Duties) | | | | | |
| | Draughtswoman (Architectural) | | | | | |
| | Draughtswoman (Mechanical)* | | | | | |
| | Education Instructor | | | | | |
| | Electrician* | | | | | |
| | Equipment Repairer | | | | | |
| | Hairdresser | | | | | |
| | Mess Caterer | | | | | |

TABLE 3—continued

| Serial | Arm Trade or Other Employment | Minimum PULHEEMS Assessment PULHEEMS | Minimum | | CP | Notes (See pages 37, 38 and 39) |
|--------|---|--|------------------|-----------------|-------------------|--|
| | | | Height (ins.) | Weight (lb.) | | |
| 25 | WOMEN'S ROYAL ARMY CORPS—(contd.) | | | | | |
| | Mess Steward | $\left. \begin{array}{l} 3 \ 3 \ 7 \ 3 \ 8 \ 8 \ 2 \ 3 \\ (6) \quad \quad \bar{5} \ \bar{5} \end{array} \right\}$ | 58 | 102 | *3 others 4 | (h) (u) |
| | Orderlies (All others) | | | | | |
| | Personnel Selection Staff (Tester) | | | | | |
| | Postal Worker | | | | | |
| | Projectionist (Cinema) | | | | | |
| | Quantity Surveying Assistant | | | | | |
| | Shoemaker | | | | | |
| | Storewoman (Technical) (All) | | | | | |
| | Tailoress | | | | | |
| | Telephonist A.A. | | | | | |
| | Textile Refitter | | | | | |
| | Training Instructor | | | | | |
| | Watchmaker | | | | | |
| | Welder | | | | | |
| | (b) Trades and Employments applicable in an emergency only | | | | | |
| | Vehicle Mechanic | $\left. \begin{array}{l} 2 \ 2 \ 3 \ 2 \ 8 \ 8 \ 2 \ 2 \\ (5) \quad \quad \bar{3} \times \bar{6} \end{array} \right\}$ | 62 | 110 | 3 | (g) (t) |
| | Film Repairer | $\left. \begin{array}{l} 3 \ 3 \ 3 \ 2 \ 8 \ 8 \ 2 \ 2 \\ (6) \quad \quad \bar{3} \ \bar{6} \end{array} \right\}$ | 58 | 102 | 3 | (g) (u) |
| | Operator (Dome Teacher) | | | | | |
| | Armourer | $\left. \begin{array}{l} 3 \ 3 \ 3 \ 2 \ 8 \ 8 \ 2 \ 2 \\ (6) \quad \quad \bar{5} \ \bar{5} \end{array} \right\}$ | 58 | 102 | *3 others 4 | (h) (u) |
| | Carpenter and Joiner | | | | | |
| | Checker | | | | | |
| | Cutter (Cinematograph) | | | | | |
| | Dispenser | | | | | |
| | Draughtswoman (Railway or Port Construction)* | | | | | |
| | Draughtswoman (Topographical)* | | | | | |
| | Laboratory Assistant (Patho- logical)* | | | | | |
| | Machinist (Metal) | | | | | |
| | Masseuse | $\left. \begin{array}{l} 3 \ 3 \ 3 \ 2 \ 8 \ 8 \ 2 \ 2 \\ (6) \quad \quad \bar{5} \ \bar{5} \end{array} \right\}$ | 58 | 102 | *3 others 4 | (h) (u) |
| | Modeller (Camouflage)* | | | | | |
| | Painter and Decorator* | | | | | |
| | Photographic Developer* | | | | | |
| | Plasterer (Camouflage)* | | | | | |
| | Radiographer | | | | | |
| | Sheet Metal Worker | | | | | |
| | Transfusion Orderly* | | | | | |
| | Turner | | | | | |
| | Vulcaniser | | | | | |
| | Wood Turner and Machinist | | | | | |

NOTES ON TABLES 2 and 3

- (a) Persons who have one eye removed, or who have two eyes but whose vision in one eye is lost, will not be accepted for enlistment.
- (b) The minimum visual standard for Foot Guards (who may not wear spectacles on ceremonial duties) will be uncorrected, 6/18 each eye; corrected 6/12.
- (c) Men who wear spectacles will not be accepted as Firemen (Fire Fighting Duties). Vision without glasses must be not less than 6/18 in each eye;
i.e. E E
 4 4
- (d) (i) A high standard of oral hygiene is essential.
- (ii) Candidates whose medical history discloses a recent history of sore throat will not be accepted unless and until the underlying cause has been effectively treated.
- (iii) Candidates whose medical history discloses a previous history of dysentery and who have recurrent symptoms of this disease will not be accepted until shown to be free from active infection by six bacteriological examinations carried out over a period of one month.

(iv) No individual will be accepted who has suffered from the enteric group of fevers.

- (e) Vision unaided must be not less than 6/12 in either eye, or not less than 6/6 in the Right eye and 6/36 in the Left eye, *i.e.*

$$\begin{array}{cccc} \text{E} & \text{E} & \text{E} & \text{E} \\ \hline 3 & 3 & \text{or} & 1 \\ & & & 6 \end{array}$$

- (f) Vision unaided must be correctable to at least 6/12 in each eye, or not less than 6/6 right eye and 6/36 left eye, *i.e.*

$$\begin{array}{cccc} \text{E} & \text{E} & \text{E} & \text{E} \\ \hline 8 & 8 & 8 & 8 \\ \hline 3 & 3 & \text{or} & 1 \\ & & & 6 \end{array}$$

- (g) Vision unaided must be correctable to at least 6/12 in the better eye and not less than 6/36 in the worse eye, *i.e.*

$$\begin{array}{cccc} \text{E} & \text{E} & \text{E} & \text{E} \\ \hline 8 & 8 & 8 & 8 \\ \hline 3 & 6 & \text{or} & 6 \\ & & & 3 \end{array}$$

- (h) Vision unaided must be correctable to at least 6/24 in each eye, or at least 6/12 in the better eye and 6/60 in the worse eye, *i.e.*

$$\begin{array}{cccccc} \text{E} & \text{E} & \text{E} & \text{E} & \text{E} & \text{E} \\ \hline 8 & 8 & 8 & 8 & 8 & 8 \\ \hline 5 & 5 & \text{or} & 3 & 7 & \text{or} & 7 \\ & & & & & & 3 \end{array}$$

- (i) Regular soldiers serving in R.M.P., M.P.S.C., and A.P.T.C. are transferred from:—

R.A., R.E., Royal Signals, Foot Guards, Infantry of the Line, R.A.S.C., R.A.M.C., R.A.O.C., R.E.M.E., R.A.D.C. and A.C.C.

Regular soldiers serving in S.A.S.C. are transferred from Foot Guards and Infantry of the Line.

- (j) Vision in each eye unaided must not be less than 6/12.

$$\begin{array}{cc} \text{E} & \text{E} \\ \hline 3 & 3 \end{array}$$

- (k) Vision in each eye unaided must not be less than 6/12, and each eye must be correctable to 6/6, *i.e.*

$$\begin{array}{cc} \text{E} & \text{E} \\ \hline 3 & 3 \\ \hline 1 & 1 \end{array}$$

In addition, Eye Muscle Balance Tests must be within the following limits:—

Esophoria less than 6
Exophoria less than 6
Hyperphoria less than 1+
Hypermetropia less than 1.5
Convergence 10 cms

- (l) Personnel for Glider Pilot duties must have a minimum leg length of 39 inches (to be measured by sitting the candidate on the floor with his legs outstretched and his back flush against a wall, measurements being taken from the base of the wall to the base of the candidate's heels).

- (m) Maximum height for a Parachutist is 73 inches.

- (n) Maximum weight for a Parachutist is 182 lb.

- (o) Other ranks of any arm employed as parachutists or attached to the Glider Pilot and Parachute Corps must conform to the medical standards of fitness required for entry to that Corps.
- (p) Soldiers graded Combat Temperament (CT 3) are not eligible for service in Household Cavalry, Royal Armoured Corps, Royal Artillery (R.H.A. and Field) or Infantry (including Foot Guards).

- (q) R.A. (H.A.A. and C.A.) and (L.A.A. and S.L.) may accept up to 10 per cent. of the following lower standard:—

| PULHE | EMS | Height | Weight | CP |
|--------------------------|---------|--------|--------|-----------------------------------|
| 3 2 3 2 | 8 8 2 2 | 62 | 110 | Vehicle Mechanics and all drivers |
| $\bar{3} \times \bar{6}$ | | | | 3, others 4. |

National Service men up to this standard, but graded S 3, may also be accepted.

- (r) The standards given for locally enlisted personnel are for general guidance. Subject to the discretion of D.M.S./D.D.M.S. of the Command concerned, personnel below the standards given may be accepted if otherwise suitable, but not below the following minimum:—

3 3 3 3 $\frac{8}{5}$ $\frac{8}{5}$ 2 2

- (s) All weights given are for a man or woman without clothes, of the height specified at the age of 18 years. At other ages the appropriate height and weight should be verified from the tables given at Appendix I, para. 7.
- (t) Personnel graded P1, P2, P4, P5 may be accepted but those graded P4 or P5 will be warned that their posting will be restricted to non-tropical areas.
- (u) Personnel graded P3 or P6 may be accepted but those graded P6 will be warned that their posting will be restricted to non-tropical areas.

TABLE 4

PULHEEMS EMPLOYMENT STANDARDS BY ARMS—OFFICERS

NOTE:—1. Figures in brackets denote the minimum assessments for the temperate PES of FT, LT and BT.

2. The degrees under the qualities EE show the binocular vision requirement, the acceptable monocular equivalent is shown at paragraph 121.

3. The PULHEEMS assessment shown for each PES is the minimum acceptable for the appropriate PES.

| PULHEEMS EMPLOYMENT STANDARD | | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | |
|---------------------------------|--|----------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|
| SER-IAL | ARM | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S |
| 1 | Household Cavalry and Royal Armoured Corps | 2 (5) | 2 | 3 | 2 | 8 | 3 | 3 | 2 | 3 | 3 | 3 | 8 | 5 | 2 | 2 | | | | | | | | | |
| 2 | Royal Artillery | 2 (5) | 2 | 3 | 2 | 8 | 3 | 3 | 2 | 3 | 3 | 3 | 8 | 3 | 2 | 2 | | | | | | | | | |
| 3 | Royal Engineers | 2 (5) | 2 | 3 | 2 | 8 | 3 | 3 | 2 | 3 | 3 | 3 | 8 | 3 | 2 | 3 | | | | | | | | | |
| 4 | Royal Corps of Signals | 2 (5) | 2 | 3 | 2 | 8 | 3 | 3 | 2 | 3 | 3 | 3 | 8 | 3 | 2 | 2 | | | | | | | | | |
| 5 | Foot Guards | 2 (5) | 2 | 2 | 2 | 3 | | | 2 | 3 | 3 | 3 | 3 | | 2 | 2 | | | | | | | | | |
| 6 | Infantry | 2 (5) | 2 | 2 | 2 | 8 | 3 | 3 | 2 | 3 | 3 | 3 | 8 | 3 | 2 | 2 | | | | | | | | | |

TABLE 4—continued

| PULHEEMS EMPLOYMENT STANDARD | | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | | | | | |
|---------------------------------|---|----------|---|---|---|---|---|---------|---|---|---|---|------------------|---------|-----|---|---|---|---|----|---|---|---|---|---|---|---|---|---|--|--|--|--|
| SER- IAL | ARM | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | | | | |
| 16 | Military Provost Staff Corps | 2 (5) | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | } | | | | | | | | | | | | | | | | | |
| 17 | Royal Army Educational Corps | 2 (5) | 2 | 3 | 3 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 5 | 3 | (6) | | | | | | | | | | | | | | | | | | |
| 18 | Royal Army Dental Corps (incl. Women Officers) | 2 (5) | 2 | 3 | 3 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 5 | 2 | 3 | } | | | | | | | | | | | | | | | | | |
| 19 | Royal Pioneer Corps | 2 (5) | 2 | 3 | 3 | 8 | 5 | 2 | 3 | 3 | 3 | 8 | 5 | 2 | (6) | | | | | | | | | | | | | | | | | | |
| 20 | Intelligence Corps | 2 (5) | 2 | 3 | 2 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 3 _x 6 | 2 | 2 | } | | | | | | | | | | | | | | | | | |
| 21 | Army Physical Training Corps | 2 (5) | 2 | 2 | 2 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 3 | 2 | (5) | | | | | | | | | | | | | | | | | | |
| 22 | Army Catering Corps | 2 (5) | 2 | 3 | 3 | 8 | 3 | 2 | 3 | 2 | 3 | 3 | 8 | 5 | 3 | } | | | | | | | | | | | | | | | | | |
| 23 | General List | 2 (5) | 2 | 3 | 3 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 5 | 2 | (6) | | | | | | | | | | | | | | | | | | |
| 24 | Officers of Army Legal Ser- vices | 2 (5) | 2 | 3 | 3 | 8 | 3 | 2 | 3 | 3 | 3 | 8 | 5 | 2 | 3 | } | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | (6) | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----|--------------------------|-----|---|---|---|---|---|---|-----|---|---|---|---|---|---|---|-----|---|---|---|---|---|-----|---|---|---|---|---|---|---|
| 25 | Quartermaster (all Arms) | 2 | * | 3 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 3 | 8 | 8 | 2 | 2 | 3 | 7 | 7 | 8 | 8 | 2 | 3 | 7 | 7 | 7 | 8 | 8 | 2 | 7 |
| | | (5) | | | 3 | 3 | | | (6) | | | | 5 | 5 | | | (6) | | | 5 | 5 | | (6) | | | 5 | 5 | | | |

* The minimum degrees acceptable under the qualities U and L for a PES of FE are: U L or U L but NOT 3 3

THE WOMEN'S CORPS—OFFICERS

| SER-IAL | ARM | FE (FT) | | | | | | | | LE (LT) | | | | | | | | BE (BT) | | | | | | | | HO | | | | | | | | | | | | | | |
|---------|--------------|---------|---|---|---|---|---|---|---|---------|---|---|---|---|---|---|-----|---------|---|---|---|---|---|---|-----|----|---|---|---|---|---|---|---|--|--|--|--|--|--|--|
| | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | | | | | | | |
| 26 | Q.A.R.A.N.C. | 2 | 2 | 2 | 2 | 8 | 8 | 2 | 2 | 3 | 2 | 3 | 3 | 8 | 8 | 2 | 2 | } | | | | | | | | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | |
| | | (5) | | | | 3 | 3 | | | (6) | | | | 5 | 5 | | | 3 | 7 | 7 | 7 | 8 | 8 | 5 | (6) | | | | | | | | | | | | | | | |
| 27 | W.R.A.C. | 2 | 2 | 2 | 2 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 3 | 8 | 8 | 2 | 3 | } | | | | | | | | 7 | 7 | 7 | 8 | 8 | 5 | | | | | | | | | |
| | | (5) | | | | 5 | 5 | | | (6) | | | | 5 | 5 | | (6) | 3 | 7 | 7 | 7 | 8 | 8 | 5 | (6) | | | | | | | | | | | | | | | |

TABLE 5

PULHEEMS EMPLOYMENT STANDARDS BY ARMS (TRADE OR EMPLOYMENT)—OTHER RANKS

NOTES:—1. Figures in brackets denote the minimum assessment for the temperate PES of FT, LT and BT.

2. The degree under the qualities EE show the binocular vision requirement, the acceptable monocular equivalent is shown at paragraph 121.

3. The PULHEEMS assessment shown for each PES is the minimum acceptable for the appropriate PES.

| SER-IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | LE (LT) | | | | BE (BT) | | | | HO | | | |
|---------|---|--|----------|---|---|---|---------|---|---|---|---------|---|---|---|----|---|---|---|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S |
| 1 | HOUSEHOLD CAVALRY AND R.A.C. Assault Trooper Driver Gunner/ Gunner Driver Motor Cyclist Regimental Policeman Driver Driver (A.F.V.) Driver Signaller/ Signaller Driver Vehicle Mechanic | 3 3 3 3 3 3 3 3 3 3 | 2 (5) | 2 | 3 | 2 | 3 | 8 | 3 | 3 | 2 | 7 | 3 | 8 | 3 | 7 | 2 | 7 |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | Electrician Fitter Gun | 3 3 | 2 | 2 | 3 | 8 | 3 | 5 | 8 | 5 | 7 | 3 | 7 | 8 | 5 | 7 | 2 | 7 |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | Gunner Signaller/ Signaller Gunner | 3 | 3 | 2 | 3 | 8 | 3 | 3 | 8 | 3 | 2 | 3 | 7 | 8 | 3 | 7 | 2 | 7 |
| | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | |
|-------------|--|----|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S |
| 2 | ROYAL ARTILLERY— (a) <i>R.H.A. or Field— contd.</i> | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk, General Duties | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk, R.A. | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | General Duties | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | (b) <i>L.A.A., H.A.A. and Coast</i> | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Fitter (Gun) | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Gunner Mechanic | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Computer | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Instrument Number Plotter | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Predictor Number | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Technical Assistant | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | R.A. | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Operator Fire Control | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Operator Kine Theodolite | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Gunner Line and Wireless Signaller | 3 | | | | | | | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | | |
|-------------------|---|----|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | |
| 2 | ROYAL ARTILLERY— (c) <i>Searchlight—cont.</i> Engine Attendant, R.A. | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Carpenter and Joiner | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Storeman | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Storeman (Tech.) | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Batman | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk, General Duties | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk, R.A. | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | ROYAL ENGINEERS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (a) <i>Field and L. of C.</i> Operator (A.V.R.E.) | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Field Engineer | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Surveyor Engineer | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Crane Operator | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rigger | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

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TABLE 5—continued

[illegible]

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | |
|-----------------|-----------------------------------|----|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S |
| 3 | ROYAL ENGINEERS— <i>contd.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (c) <i>Survey</i> —contd. | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Photographer | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Cartographic) | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Photo-Writer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Printer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Compositor | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Storeman (Survey) | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Draughtsman | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Topographical) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (d) <i>Engineer Services</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk of Works | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Electrical) | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Engineer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Draughtsman | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Deputy Clerk of | 4 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 2 | | | | | | | | | | | | | | | | | | | | |
| | Works | | (5) | | | | 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| | (Electrical) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Clerk of Works | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Mechanical) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Engineer Clerk | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| and Storekeeper | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Deputy Clerk | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| of Works | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (Mechanical) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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TABLE 5—continued

| SER-IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | LE (LT) | | | | | BE (BT) | | | | | HO | | | | | | | | | | | | | | | | | | | | | | | |
|---------|--|----|----------|---|---|---|---|---------|---|---|---|----------|---------|---|---|---|---|----|----------|---|---|---|---|---|---|----------|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | ROYAL CORPS OF SIGNALS— <i>contd.</i> Clerk, General Duties Draughtsman General Duties | 4 | 2 (5) | 2 | 2 | 2 | 2 | 8 | 8 | 3 | 3 | 3 (6) | 3 | 3 | 3 | 8 | 2 | 3 | 3 (6) | 7 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | |
| | | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | FOOT GUARDS AND INFANTRY <i>Rifle and Motor</i> (a) All other than those shown in sub- para. (b) below— (b) Batman Driver Driver Driver Operator Vehicle Mechanic Bricklayer | 3 | 2 (5) | | | | | | | | | 3 (6) | 2 | 2 | 3 | 8 | 2 | 2 | 3 (6) | 2 | 2 | 3 | 8 | 2 | 3 | 7 (6) | 7 | 2 | 7 | 3 | 8 | 8 | 2 | 7 | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Butchery Duty- man Carpenter and Joiner | 3 | 2 (5) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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TABLE 5—continued

| SERIAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | |
|--------|---|----|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S |
| 6 | GLIDER PILOT AND PARACHUTE CORPS—cont. (c) <i>Glider Pilots</i> All | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 1 | | | | | | | | | | | | | | | | | | | | |
| 7 | ROYAL ARMY SERVICE CORPS Driver (Horse Transport). | 3 | 2 | 2 | 2 | 2 | 8 | 8 | 3 | 3 | | | | | | | | | | | | | | | | | | | | |
| | Riding Instructor | | (5) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Fireman | | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 |
| | Navigator | | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 |
| | Seaman | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| | Marine Engineer | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |
| | Driver | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |
| | Vehicle Mechanic | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |
| | Farrier | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |
| | Blacksmith | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |
| | Baker | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | |

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | | | |
|-------------|--|---|----------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | | |
| 8 | ROYAL ARMY MEDICAL CORPS— <i>contd.</i> Masseur Mental Nursing Orderly Nursing Orderly Operating Room Assistant Optician Pharmacist Radiographer Sanitary Assistant Special Treatment Orderly Storeman Tech. Transfusion Orderly Clerk (R.A.M.C.) Clerk Orderly (Clinical) | 4 4 4 4 4 3 3 4 4 4 3 4 4 | 2 (5) | 2 | 3 | 3 | 8 | 8 | 3 | 2 | 2 | 3 | 3 | 8 | 8 | 5 | 5 | 7 | 7 | 8 | 8 | 5 | 3 | 7 | 3 | 7 | 7 | 8 | 8 | 5 | 2 | 7 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | ROYAL ARMY ORDNANCE CORPS Crane Operator | 3 | 3 (6) | 2 | 3 | 3 | 8 | 8 | x | 3 | 6 | 2 | 3 | 8 | 8 | 5 | 5 | 7 | 7 | 8 | 8 | 5 | 3 | 7 | 7 | 7 | 8 | 8 | 5 | 2 | 7 | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | |
|-------------|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | ROYAL ELECTRICAL AND MECHANICAL ENGINEERS Instrument Mechanic Armament Artificer Leading Artisan Staff Serjeant Driver Driver Operator Recovery Mechanic Vehicle Mechanic Blacksmith Grinder, Precision Machinist (Metal) Moulder Telecommunications Mechanic Watchmaker Armourer Carpenter and Joiner Coach Painter Coachtrimmer | 3 3 4 3 3 3 4 3 4 | } | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
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TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | | | | | | | | | | | |
|-------------|--|----|---------|---|---|---|---|---|---------|-----|-----|---|---|---|---------|---|-----|---|-----|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|--|--|--|
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S | | | | | | | | | | |
| 12 | ROYAL ARMY PAY CORPS Clerk (R.A.P.C.) | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 7 | 7 | 8 | 8 | 2 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | |
| | | | (5) | | | | 3 | 3 | | | (6) | | | 5 | 5 | | (6) | | (6) | | | | | | | 5 | 5 | | | | | | | | | | | | | |
| 13 | ROYAL ARMY VETERINARY CORPS Driver (H.T.) | 3 | } | | | | | | | 3 | 2 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 2 | 7 | 3 | 8 | 8 | 2 | 7 | 3 | 8 | 8 | 2 | 7 | | | | | | | | | |
| | | | } | | | | | | | (6) | | | | 3 | 3 | | (6) | | | | | | | | | 3 | 3 | 6 | | | | | | | | | | | | |
| | Farrier | 4 | } | | | | | | | } | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | General R.A.V.C. Duties | 4 | } | | | | | | | } | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Saddler and Harness Maker | 4 | 2 | 2 | 2 | 3 | 8 | 8 | 2 | 2 | } | | | | | | | 3 | 3 | 7 | 8 | 2 | 3 | 3 | 7 | 7 | 8 | 8 | 2 | 7 | 3 | 7 | 8 | 8 | 2 | 7 | | | | |
| | Storeman | 4 | (5) | | | | 3 | 3 | | | (6) | | | 5 | 5 | | (6) | | (6) | | | | | | | 5 | 5 | | | | | | | | | | | | | |
| | Clerk, General Duties | 4 | } | | | | | | | } | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Domestic and Simple Administrative Duties | 4 | } | | | | | | | } | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | SMALL ARMS SCHOOL CORPS All | 3 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 7 | 3 | 8 | 8 | 2 | 7 | 3 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | |
| | | | (5) | | | | 3 | 3 | | | (6) | | | 3 | 3 | | (6) | | (6) | | | | | | | 3 | 3 | 3 | | | | | | | | | | | | |

Clerk

ROYAL ARMY
EDUCATIONAL
CORPS

All

ROYAL ARMY
DENTAL CORPS
Dental Hygienist
Dental Operating
Room Assistant

Dental Technician

ROYAL PIONEER
CORPS
Driver

Carpenter and Joiner
Plumber and
Pipefitter
Shoemaker
Storeman

[illegible]

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------|---|----|---------|---|---|---|---|---|---------|---|---|---|---|---|---------|---|---|---|---|---|----|---|---|---|---|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | ROYAL PIONEER CORPS— <i>contd.</i> Clerk, General Duties | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 3 | 7 | 7 | 8 | 2 | 3 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | General Duties | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 3 | 7 | 3 | 8 | 2 | 3 | 7 | 3 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | General Duties (Un- Armed). | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 3 | 7 | 7 | 8 | 2 | 3 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 | INTELLIGENCE CORPS Clerk, S.I.D. | 4 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 3 | 3 | 3 | 3 | 7 | 7 | 8 | 2 | 3 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | All others | 4 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 3 | 3 | 3 | 3 | 7 | 7 | 8 | 2 | 3 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 | ARMY PHYSICAL TRAINING CORPS P.T. Instructor | 4 | 2 | 2 | 2 | 2 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 7 | 7 | 8 | 2 | 2 | 7 | 7 | 7 | 8 | 8 | 2 | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | } | (5) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) | (6) |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

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TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | | LE (LT) | | | | | | BE (BT) | | | | | | HO | | | | | |
|-------------|---|----|---------|---|---|---|---------------|---------------|---------|---|-----|---|---|---|---------|---|---|-----|---|---|----|---|---|---|---|-----|
| | | | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S | P | U | L | H | E | E | M | S |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | WOMEN'S ROYAL ARMY CORPS OF AUXILIARY TERRI- TORIAL SERVICE — <i>contd.</i> | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Operator (Dome Teacher) | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Operator (Keyboard) | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | W.R.A.C. | 3 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 2 | 8 | 8 | 2 | 3 | 3 | 3 | 7 | 2 | 8 | 8 | 2 | 3 |
| | Operator (Keyboard and Cipher) | 3 | (5) | | | | $\frac{x}{3}$ | $\frac{x}{6}$ | | | (6) | | | | | | | (6) | | | | | | | | (6) |
| | Operator (Switchboard) | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Sheet Metal Worker | 4 | | | | | | | | | | | | | | | | | | | | | | | | |
| | Welder | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 2 | | | | | | | | | | | | | | | | |
| | Ammunition | 3 | (5) | | | | $\frac{5}{5}$ | | | | | | | | | | | | | | | | | | | |
| | Examiner | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Modeller | 3 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 3 | 8 | 8 | 2 | 3 | 3 | 3 | 7 | 3 | 8 | 8 | 2 | 3 |
| | (Camouflage) | | (5) | | | | $\frac{5}{5}$ | | | | (6) | | | | | | | (6) | | | | | | | | (6) |
| | Plasterer | 3 | | | | | | | | | | | | | | | | | | | | | | | | |
| | (Camouflage) | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bandswoman | 4 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 2 | | | | | | | | | | | | | | | | |
| | | | (5) | | | | $\frac{3}{3}$ | | | | | | | | | | | (6) | | 3 | 7 | 3 | 8 | 8 | 2 | 7 |
| | Driver | 3 | 2 | 2 | 3 | 2 | 8 | 8 | 2 | 2 | 3 | 2 | 3 | 3 | 8 | 8 | 2 | 3 | 2 | 7 | 2 | 7 | 3 | 8 | 8 | 2 |
| | Vehicle Mechanic | 3 | (5) | | | | $\frac{x}{3}$ | $\frac{x}{6}$ | | | (6) | | | | | | | (6) | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

| SER- IAL | ARM TRADE OR EMPLOYMENT | CP | FE (FT) | | | | | LE (LT) | | | | | BE (BT) | | | | | HO | | | | | |
|-------------|---|----|---------|---|---|---|---|---------|---|---|-----|---|---------|---|---|---|-----|----|---|---|---|---|---|
| | | | P | U | L | H | E | M | S | P | U | L | H | E | M | S | P | U | L | H | E | M | S |
| | WOMEN'S ROYAL ARMY CORPS OF AUXILIARY TERRI- TORIAL SERVICE — <i>contd.</i> | | | | | | | | | | | | | | | | | | | | | | |
| | Administrative W.O. and N.C.O. Clerk Orderly (Clinical) | 4 | | | | | | | | | | | | | | | | | | | | | |
| | (R.A.M.C. Duties) Clerk (Shorthand Writer) | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Dental Operating Room Assistant (R.A.D.C. Duties) | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Education Instructor | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Mess Caterer | 4 | 2 | 2 | 3 | 3 | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 8 | 8 | 2 | 3 | 7 | 7 | 3 | 8 | 2 | 7 |
| | Operator (Office Machine) | 4 | (5) | | | | 5 | 5 | | | (6) | | | 5 | 5 | | (6) | | | 5 | 5 | | |
| | Orderly, Telephone Personnel Selection Staff (Tester) | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Photographic Developer | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Projectionist (Cinema) | 4 | | | | | | | | | | | | | | | | | | | | | |
| | Telephonist, A.A. Training Instructor | 4 | | | | | | | | | | | | | | | | | | | | | |
| | | 4 | | | | | | | | | | | | | | | | | | | | | |

TABLE 5—continued

[illegible]

TABLE 6

PULHEEMS EMPLOYMENT STANDARDS
APPLICABLE TO UNITS AND FORMATIONS IN WAR

(Paras. 75 and 76 refer)

Units

1. HOUSEHOLD CAVALRY AND R.A.C. REGIMENTS (other than Training Regiments)

All ranks *except* those detailed in (a), (b) and (c) below ... FE

(a) *Warrant Officers and N.C.Os.*

R.Q.M.C. or R.Q.M.S.
Q.M.C./Q.M.S. technical
S.Q.M.C. or S.Q.M.S.
Transport corporals of Horse
Transport serjeants or N.C.Os.
Orderly Room Corporals of Horse or Orderly
Room Serjeants
Corporals of Horse storemen technical
Serjeants storemen technical
Cooks (Household Cavalry only)

(b) *Tradesmen*

Carpenters and Joiners
Clerks (G.D.)
Equipment repairers
Storemen, technical
Cooks (Household Cavalry only)

(c) *Non-tradesmen*

Batmen
Butchery dutymen
Medical Officers' orderlies
Officers' Mess stewards
Post Office orderlies
Sanitary dutymen
Storemen
Water dutymen
Cooks (Household Cavalry only)

FE or LE

2. ROYAL ARTILLERY

All ranks in:—

(a) Mountain and Airborne Regts. ... FE

All ranks in:—

(b) Field, Anti-Tank, Medium, Heavy, Super Heavy,
Survey. Light Anti-Aircraft, Heavy Anti-Aircraft,
Searchlight Regts. except those shown in (i), (ii)
and (iii) below:— FE

(i) *Warrant Officers*

R.S.M.
R.Q.M.S.

FE or LE

2. ROYAL ARTILLERY—*contd.*

(ii) *Tradesmen*

Artificers, R.A.
Fitters, Engine Room
Fitters, Electrical
Fitters, Gun
Clerks
Equipment repairers
Storemen, Technical
Vehicle Mechanics

} FE or LE

(iii) *Non-Tradesmen*

Batmen
Butchery dutymen
Medical officers orderlies
Sanitary dutymen
Storemen, non-technical
Water dutymen

} FE or LE

(c) All ranks in A.A. Command units ... FE or LE

3. ROYAL ENGINEERS

(a) All ranks in:—

Field Engineer Regiments (Divisional)
Field Engineer Regiments (Corps)
Airborne Engineer Regiments
Assault Engineer Regiments
Independent Field Squadrons
Independent Airborne Squadrons
Brigade and Divisional Postal Units

} FE

(b) All ranks in all other types of units *except* those shown below ... FE or LE

Works Services
Engineer Stores Units
Fortress Engineers
Movement Control Units
Base Engineer Workshops
Base Plant Park Regiments

4. ROYAL SIGNALS

(a) All ranks in:—

H.Q. Army Signal Regiments
H.Q. L. of C. Signal Regiments
H.Q. Air Formation Signal Regiments
Corps Signals Regiments
Armoured/Infantry/Airborne Divisional Signal Regiments
Signal Reporting Regiments (Types A & B)
Independent Armoured/Infantry/Airborne Brigade Signal Squadrons
H.Q. Railways Telegraph Squadrons
H.Q. Armoured Replacement Group Signal Squadrons

FE
Including Signal Troops which form part of these units but which may have separate designations.

4. ROYAL SIGNALS—*contd.*

| | | |
|--|---|--|
| Wireless Squadrons Type 'A' & 'G' | } | Including Signal Troops which form part of these units but which may have separate designations. |
| Air Support Signal Units | | |
| Army Group R.A. (A.A.) or (Field) Signal Squadrons | | |
| Anti-Tank Regiment, Searchlight Battery and Movement Light Battery Signal Troops | | |
| Army Signal Parks | | |
| Army Group Signal Parks | | |
| A.A. Independent R.A. Signal Troops | | |
| All Independent R.A. Signal Troops | | |
| Corps Delivery Squadron Signal Troops | | |
| Field Engineer Signal Troops | | |
| Army Engineer Signal Troops | | |
| H.Q. Ship Signal Troops | | |
| Signal Security Troops | | |
| (b) Linemen and D.R. in Royal Signals Base Units ... | | FE |
| (c) All Field Force Units, <i>excluding</i> Base Units NOT shown in (a) above | | FE or LE |

5. FOOT GUARDS AND INFANTRY OF THE LINE

| | | |
|--|---|----------|
| (a) All ranks <i>except</i> those detailed in (b) below in:— | } | FE |
| Foot Guards, Infantry and Motor Battalions | | |
| Divisions/Brigades H.Q. Defence and Employment Platoons | | |
| Corps Defence Companies | | |
| Divisional Battle School and Reinforcement Units | | |
| Independent Companies in operational units | } | FE or LE |
| (b) R.Q.M.S. | | |
| Welfare PRI Serjeant | | |
| Clerks, 75 per cent. | | |
| Equipment repairers | | |
| Storemen, technical | | |
| Butchery dutymen | | |
| Medical Officers orderlies | | |
| Postal orderlies | | |
| Sanitary dutymen | | |
| Water dutymen | | |

6. GLIDER PILOT AND PARACHUTE CORPS

| | |
|------------|----|
| All | FE |
|------------|----|

7. R.A.S.C.

| | | |
|--|---|----|
| (a) All ranks in:— | } | FE |
| H.Q. Armoured/Infantry/Airborne Divisional Transport Columns | | |
| Armoured/Infantry Divisional Transport Companies | | |
| Parachute Brigade Companies | | |
| Armoured Divisional Troop Carrying Companies | | |
| Independent Armoured/Infantry Brigade Companies | | |
| H.Q. Infantry/Airborne Divisional Transport Platoons | | |
| Artillery Platoons | | |
| Pack Transport Companies | | |

7. R.A.S.C.—*contd.*

(b) All ranks less those listed in (c) below:—

H.Q. Corps Troops Transport Columns
 G.T. Companies—Corps Troops
 Tipper Companies—Corps Troops
 Corps Car Companies (inclusive Airborne Corps Companies)
 Supply Companies—Corps Troops
 H.Q. Pack Columns
 G.T. Companies inclusive Amphibious and Heavy Army Car Companies
 Bulk Petrol Transport Companies
 Motor Ambulance Companies
 Ordnance Stores Convoy Companies
 Tipper Companies
 Water Lorry Companies
 Bridging Companies
 Air Despatch Companies
 Army Fire Companies
 Independent Army Fire Brigades
 Fire Boat Companies
 Fast/Harbour/Ambulance/General Service Launch Companies
 Military Oil Barge Companies
 H.Q. Amphibious Columns
 H.Q. Transport Columns
 H.Q. Army Troops Columns
 H.Q. Water Transport Groups
 H.Q. Tank Transporter Columns
 Tank Transporter Companies

FE or LE

(c) Other ranks in the units in (b) above employed as:—

Driver—Motor Transport: Horse Transport: Air
 Despatchers/Loaders
 Farriers
 Firemen
 Watermen
 Marine Engineers
 Navigators

FE

(d) All ranks in:—

G.H.Q. Car Companies
 Base Ordnance Depot/Advance Base Ordnance Depot Transport Companies
 Base Supply Depots
 H.Q. Supply Companies and Platoons
 H.Q. Field Bakery Companies, Platoons and Maintenance Platoons
 H.Q. Field Butchery Companies and Platoons
 Port Platoons
 H.Q. Petrol Groups
 H.Q. Petrol Companies and Platoons including Storage, Pipeline, Equipment and Maintenance Platoons
 Independent Workshop Platoons
 H.Q. Supply Groups

FE or LE

8. R.A.M.C.

All ranks in:—

- | | | | |
|-----|------------------------------|---|----------|
| (a) | Field Ambulances | } | FE |
| | Field Surgical Teams | | |
| | Beach Medical Units | | |
| | Port Detachments | | |
| (b) | Casualty Clearing Stations | } | FE or LE |
| | Field Transfusion Teams | | |
| | Field Dressing Stations | | |
| | Field Hygiene Sections | | |
| | Advance Depot Medical Stores | | |

9. R.A.O.C.

(a) All ranks in:—

- | | | | |
|-------|---|-----|----|
| (i) | <i>Divisional Units</i> | | |
| | Airborne, Armoured, Infantry | } | FE |
| | Ordnance Field Parks | | |
| | Mobile Laundry and Bath Units | | |
| | H.Q. C.R.A.O.C. Infantry/Armoured/Air- | | |
| | borne Divisions | | |
| | Stores Sections attached R.E.M.E. Workshops | | |
| (ii) | <i>Beach Brigades</i> | | |
| | Landing Sections | } | FE |
| | Beach Ordnance Companies | | |
| (iii) | <i>Air Maintenance Companies</i> | ... | FE |

(b) All ranks in:—

(i) *Corps Units:—*

- | | | |
|---|---|-----------|
| Corps Troops Ordnance Field Parks | } | FE and LE |
| Corps Ordnance Maintenance Companies | | |
| H.Q. C.R.A.O.C. Corps Troops | | |
| Mobile Laundry and Bath Units | | |
| Mobile Ammunition Repair Units | | |
| Mobile Industrial Gas Units | | |
| Mobile Officers Kit Stores | | |
| Field Salvage Units | | |
| Stores Sections attached R.E.M.E. Workshops | | |

(ii) *Army Units:—*

- | | | |
|---------------------------------------|---|-----------|
| Army Troops Ordnance Field Parks | } | FE and LE |
| Army Vehicle Parks | | |
| Army Returned Vehicle Parks | | |
| Army Troops Ordnance Maintenance Com- | | |
| panies | | |
| Armoured Replacement Group Kitting | | |
| Squadrons | | |

9. R.A.O.C.—*contd.*

| | | |
|---|---|-----------|
| Advanced Ammunition Depots | } | FE and LE |
| Mobile Ammunition Repair Units | | |
| Mobile Heavy Laundry Units | | |
| Mobile Stores Repair Units | | |
| Mobile Laundry and Bath Units | | |
| Mobile Industrial Gas Units | | |
| Mobile Officers Kit Stores | | |
| Field Salvage Units | | |
| Stores Sections attached R.E.M.E. Workshops | | |

(iii) *Lines of Communication Units:—*

| | | |
|---|---|-----------|
| Advanced Ammunition Depots | } | FE and LE |
| Forward Ordnance Depots | | |
| Ordnance Stores Convoy Companies | | |
| Field Salvage Units | | |
| Stores Sections attached R.E.M.E. Workshops | | |

10. R.E.M.E.

(a) All ranks in:—

| | | |
|--|---|----|
| Light Aid Detachments, Types 'A', 'B', 'C' and 'D' | } | FE |
| Infantry/Armoured Workshops | | |
| Light Anti-Aircraft Workshops, Type 'A' | | |
| Searchlight Battery Workshops | | |
| Light Anti-Aircraft/Searchlight Battery Workshops | | |
| Movement Light Battery Workshops | | |
| Observation Regiment Workshops | | |
| Regiment Workshops (Special) | | |
| Beach Maintenance Workshops | | |
| Commando Brigade Workshops | | |
| All Airborne Units | | |
| All Recovery Units | | |
| Army Groups (Royal Artillery) Workshops | | |

(b) All ranks in:—

| | | |
|---|---|----------|
| Medium Workshops | } | FE or LE |
| Army Troops Workshops | | |
| Corps Troops Workshops | | |
| General Troops Workshops | | |
| Engineer Equipment Workshops, Types "A" and "B" | | |
| Lines of Communication Troops Workshops | | |
| Communication Equipment Workshops | | |
| All A.A. Command Units | | |
| Heavy A.A. Workshops, Type "B" | | |
| Anti-Aircraft Brigade Workshops | | |
| Other Field Units | | |

11. R.M.P.

(a) All ranks in:—

| | | |
|--|---|----|
| Independent Infantry Brigade Provost Units | } | FE |
| Independent Armoured Brigade Provost Units | | |

11. R.M.P.—*contd.*

| | | |
|---------------------------------------|---|----|
| Infantry Divisional Provost Companies | } | FE |
| Armoured Divisional Provost Companies | | |
| Airborne Divisional Provost Companies | | |
| Beach Provost Companies | | |
| Corps Provost Companies | | |
| Army Provost Companies | | |

(b) All ranks in:—

| | | | | | |
|--------------------------|-----|-----|-----|-----|----------|
| G.H.Q. Provost Companies | ... | ... | ... | ... | FE or LE |
|--------------------------|-----|-----|-----|-----|----------|

12. R.A.V.C.

All ranks serving in:—

| | | |
|--|---|----------|
| Mobile Veterinary Sections | } | FE or LE |
| Veterinary and Remount Conducting Sections | | |

13. M.P.S.C.

All ranks serving overseas in:—

| | | |
|---|---|----------|
| Military Corrective Establishments | } | FE or LE |
| Military Prisons and Detention Barracks | | |

14. R.A.D.C.

(a) All ranks in:—

| | | |
|---------------------|---|----|
| Field Ambulances | } | FE |
| Mobile Dental Teams | | |

(b) All ranks in:—

| | | |
|----------------------------|---|----------|
| Casualty Clearing Stations | } | FE or LE |
| Field Dental Units | | |

15. R.P. CORPS

All ranks serving in the following units in theatres of operations overseas:—

| | | | | |
|-----------------------------------|-----|-----|-----|----------|
| Groups, Companies and Smoke Units | ... | ... | ... | FE or LE |
|-----------------------------------|-----|-----|-----|----------|

16. INTELLIGENCE CORPS

(a) All ranks in:—

| | | |
|--|---|----|
| Divisional/Corps/Airborne/Army Field Security Sections | } | FE |
|--|---|----|

(b) All ranks serving in Field Force Units other than those in (a) above

| | | | | | |
|-----|-----|-----|-----|-----|----------|
| ... | ... | ... | ... | ... | FE or LE |
|-----|-----|-----|-----|-----|----------|

17. MISCELLANEOUS

(a) All ranks in:—

| | | |
|---|---|----|
| Army Air Liaison Groups | } | FE |
| Beach Brigades | | |
| Beach Groups | | |
| Carrier borne Air Liaison Groups | | |
| Combined Operations Bombardment Batteries | | |
| Control Centre Forward Maintenance Area | | |

17. MISCELLANEOUS—*contd.*

(b) All ranks in:—

Corps Reception Camps
H.Q. Reinforcement Groups
Reinforcement Holding Units

} FE or LE

Formation H.Q.

18. All ranks in or attached to:—

Brigade H.Qs.
Division H.Qs.

} FE

19. All ranks in or attached to:—

Corps H.Q.
H.Q. Lines of Communication Areas
H.Q. Lines of Communication Sub-Areas

} FE or LE

NOTES

1. The posting of officers and other ranks to units NOT listed above will be restricted only by the geographic and climatic limitations of the individual's PES.

2. Officers and other ranks attached to units or formation H.Qs. will be of a PES appropriate to the unit with which they are serving.

3. When any unit which is listed above is serving in a Temperate region overseas, officers and other ranks of the appropriate temperate grading may be employed. Officers and other ranks with a temperate PES will not be posted to units or formations in the United Kingdom which are earmarked as Reserve units or formations.

4. Corps Smoke units R.P. Corps employed in the United Kingdom may contain officers or other ranks of any PES other than H.O.

TABLE 7
GUIDE TO PULHEEMS—FUNCTIONAL INTERPRETATION OF DEGREES OF EACH QUALITY
MEN

| | P | U | L | H | EE | M | S |
|---------|---|--|---|--|--|--|--|
| | | | FACTORS TO BE CONSIDERED | | | | |
| Degrees | Age, Build, Strength and Stamina. | Strength, Range of Movement and General Efficiency of Upper Arm, Shoulder, Girdle and Upper Back. | Strength, Range of Movement and Efficiency of Feet, Legs, Pelvic Girdle and Lower Back. | Acuity of hearing | Visual Acuity The degrees entered under EE are simple records of visual acuity, and bear no relationship to the degrees under the remaining qualities. Eye disease may, however, affect the degree entered under P. | Mental Capacity | Emotional Stability |
| 1 | Fit after training for full strain and fatigue on combatant duty. Fit to withstand exposure to all kinds of weather. A front line fighter in any part of the world. | Muscle power above average. Must be able to handle a rifle and do heavy manual work including digging, pushing, dragging, heaving, lifting and climbing. All tasks carried out with rapidity and efficiency. | Capable of very severe locomotor strain for 5 or 6 days. Can undertake forced marches and fight at the end of such marches. Can run, climb, jump, crawl, dig and perform all kinds of labour quickly. | Very good hearing. Ability to hear sufficiently well to perform any duty. | ABLE TO SEE TO SHOOT AND DRIVE (a) Without glasses E E E E 3 3 or 1 6 | | |
| 2 | Fit after training for normal work or strain but unable to endure "extreme" degrees for long periods. A front line fighter in any part of the world. | Muscle power average. Able to do all a U1 man can do but at a slower pace. | Same as L1 but pace may be slower. | Good hearing. Able to hear sufficiently well to perform any duty. | (b) With glasses E E E E 8 8 8 8 3 3 or 1 6 | Ability under army conditions to learn to perform successfully full combatant duties. Includes those who can be trained as tradesmen and specialists. | Emotionally fit to perform army duties adequately under full combatant conditions in any part of the world. |
| 3 | Fit for ordinary work. Has not the stamina even after training to endure the strain and fatigue of full combatant duty. Fit for restricted service in any part of the world. | Must be able to use a weapon for defensive purposes and be capable of less severe forms of manual work than U2. | Capable of marching 5 miles or further in an emergency. Able to stand for periods of at least 2 hours. Fit for guard duties. | Able to hear sufficiently well to perform any duty where moderate impairment of hearing does not disqualify. | ABLE TO SEE TO DRIVE AND TO SHOOT IN SELF-DEFENCE With or without glasses E E E E 8 8 8 8 3 x 6 | Ability under army conditions to learn to perform simple labouring duties, including fitness to bear arms in self-defence. | Although having a history of emotional instability are at present well adjusted and fit to serve in any part of the world in a role which is not primarily a fighting one. |
| 4 | Fit in temperate climates, after training, for full strain and fatigue on combatant duty. A front line fighter in temperate climates. | | | | ABLE TO SEE FOR ORDINARY PURPOSES AND TO SHOOT IN SELF-DEFENCE, BUT NOT TO DRIVE E E E E 8 8 8 8 5 5 3 x 8 | | |
| 5 | Fit in temperate climates, after training for normal work or strain, but unable to endure extreme degrees for long periods. A front line fighter in temperate climates. | | | | (c) O.R. who have lost an eye will not normally be assessed higher than P5. Officers may be assessed as high as P2. | | |
| 6 | Fit for ordinary work. Has not the stamina even after training to endure the strain and fatigue of full combatant duties. Fit for restricted service in temperate climates. | | | | | | Whilst having a history of emotional instability are sufficiently well adjusted to serve in temperate climates in a role which is not primarily a fighting one. |
| 7 | Capable of performing useful army duties within limits of his disabilities. Not likely to break down if suitably employed which includes time for regular meals and rest. Service in UK only. | Capable of sedentary and routine work of a lighter type. Includes personnel unable to bear arms on account of physical disability. (Ankylosis of elbow, etc.) Service in the base area at home or overseas. | Able to walk 2 miles a day at own pace. Can stand for moderate but not prolonged periods. Service in the base area at home or overseas. | Able to hear sufficiently well to perform any duty where marked impairment of hearing does not disqualify. Service in the base area at home or overseas. | | Because of low mental capacity are unfit to bear arms, but are capable of simple labouring duties under supervision including a minimum of responsibilities. Service in U.K. only. | Emotionally fit to perform army duties adequately under living conditions favourable to the individual, in the U.K. |
| 8 | | | MEDICALLY UNFIT FOR ANY FORM OF SERVICE | | | | |

TABLE 8
GUIDE TO PULHEEMS—FUNCTIONAL INTERPRETATION OF DEGREES OF EACH QUALITY
WOMEN

| | P | U | L | H | EE | M | S |
|-----------|--|--|--|--|--|---|---|
| Degrees . | ← | | | FACTORS TO BE CONSIDERED | | | → |
| | Age, Build, Strength and Stamina —Resistance to exposure. | Strength, Range of Movement and General Efficiency of Upper Arm, Shoulder, Girdle and Upper Back. | Strength, Range of Movement and Efficiency of Feet, Legs, Pelvic Girdle and Lower Back. | Acuity of hearing | Visual Acuity The degrees entered under EE are simple records of visual acuity, and bear no relationship to the degrees under the remaining qualities. Eye disease may, however, affect the degree entered under P. | Mental Capacity | Emotional Stability |
| 1 | Fit enough for heavy duties involving considerable stamina and prolonged exposure to unfavourable weather or working conditions in any part of the world. | Fit for duties involving considerable physical strength, such as frequent lifting of weights during the course of a day's work, or constantly driving heavy lorries under unfavourable conditions. | Must be capable of work involving standing all day long, as well as any reasonable requirements of marching and drill. | Very good hearing. Able to hear sufficiently well to perform any duty. | ABLE TO SEE FOR ALL PURPOSES (a) Without glasses $\begin{array}{cc cc} E & E & E & E \\ \hline 3 & 3 & 1 & 6 \end{array}$ | | |
| 2 | Fit for duties involving average degree of physical stamina, including domestic and cooking duties and other work involving lifting, and prolonged standing or walking in any part of the world. | Fit for duties involving lifting of fairly heavy weights, such as cooking pots and pails of water, and able to perform duties involving a considerable range of movement of the upper extremity. | Must be capable of work involving being on the feet most of the day. Only normal amount of marching and drill required. | Good hearing. Able to hear sufficiently well to perform any duty. | (b) With glasses $\begin{array}{cc cc} E & E & E & E \\ \hline 8 & 8 & 8 & 8 \\ \hline 3 & 3 & 1 & 6 \end{array}$ | Ability under army conditions to learn to perform successfully all army duties. Includes those who can be trained as tradeswomen and specialists. | Emotionally fit to perform army duties adequately under any conditions in any part of the world. |
| 3 | Fit for duties of a light nature with reasonable barrack conditions in any part of the world. | Fit for light duties or those not requiring full strength or range of movement of upper extremities. | Must be capable of work involving being on the feet for varying periods up to two hours, with time for regular periods of rest. | Able to hear sufficiently well to perform any duty where moderate impairment of hearing does not disqualify. | ABLE TO SEE TO DRIVE $\begin{array}{cc cc} E & E & E & E \\ \hline 8 & 8 & 8 & 8 \\ \hline 3 & 3 & 1 & 6 \end{array}$ | Ability under army conditions to learn to perform simple unskilled duties. | Although having a history of emotional instability are at present well adjusted and fit to serve in any part of the world. |
| 4 | Fit enough for heavy duties involving considerable stamina and prolonged exposure to unfavourable weather or working conditions in temperate climates only. | | | | ABLE TO SEE FOR ORDINARY PURPOSES BUT NOT TO DRIVE $\begin{array}{cc cc} E & E & E & E \\ \hline 8 & 8 & 8 & 8 \\ \hline 5 & 5 & 3 & 8 \end{array}$ | | |
| 5 | Fit for duties involving an average degree of physical stamina, including domestic and cooking duties and other work involving heavy lifting and prolonged standing or walking in temperate climates only. | | | | | | |
| 6 | Fit for duties of a light nature with reasonable barrack conditions in temperate climates only. | | | | | | Whilst having a history of emotional instability, are sufficiently well adjusted to serve in temperate climates in a restricted capacity. |
| 7 | Capable of performing useful duties within the limits of her disabilities. Not likely to break down if suitably employed which includes reasonable living and working conditions, time for regular meals and rest. Service in UK only. | Capable only of sedentary and light duties not involving lifting or carrying weights or full manual dexterity and within the limits imposed by her disability. Service in the base area at home or overseas. | Must be able to walk at least a mile a day in her own time and be capable of suitable and useful sedentary employments without fear of breakdown. Unable to march or do drill. Service in the base area at home or overseas. | Able to hear sufficiently well to perform any duty where marked impairment of hearing does not disqualify. Service in the base area at home or overseas. | | Because of low mental capacity are capable only of simple unskilled duties under supervision including a minimum of responsibility. Service in U.K. only. | Emotionally fit to perform army duties adequately under living conditions favourable to the individual, in the U.K. |
| 8 | ← | | MEDICALLY | UNFIT FOR ANY FORM OF | SERVICE | | → |

APPENDIX I

SPECIAL INSTRUCTIONS FOR MEDICAL OFFICERS

(Para. 3 refers)

General

1. Whenever it is necessary for any purpose to examine a recruit or serving soldier with a view to placing him in his appropriate medical assessment, the instructions given in the inter-Service pamphlet "PULHEEMS—A System of Medical Classification for the Fighting Services" will be used to determine the appropriate assessment. The following paragraphs contain instructions on the classification of soldiers which are applicable only to the Army.

Soldiers under basic training

Initial assessment at A.B.T.U. or Selection Unit

2. New entrants, having been passed as medically fit by the civilian medical board, will be examined by an army medical officer within the first six days of their service, and will be given an initial assessment under the PULHEEMS system. This medical examination will be carried out by a medical officer at an Arms Basic Training Unit or Selection Regiment, the assessment allotted being verification of that given by the civilian medical board taking due account of the medical history of the individual during the time which has elapsed since his pre-enlistment examination was carried out. In order that these soldiers may be posted to regimental or equivalent duty, medical officers must complete all initial assessment of these soldiers by the ninth day of each intake (fourth day in the case of the Q.A.R.A.N.C. and W.R.A.C.).

Soldiers to be referred to a Psychiatrist

3. (a) Where the Ministry of Labour and National Service Medical Board has drawn attention on F Med 1 to a history of emotional instability (*i.e.*, S) the medical officer at the A.B.T.U. or Selection Regiment will refer all such cases to a psychiatrist who will take the necessary action to have the case followed up if required (*i.e.*, confirm that the individual's correct rating under S is 2, or 2R for a period not exceeding six months).

(b) Assessment of 'M' and 'S'

Where the medical officer considers the assessment under M and/or S is not degree 2 he will refer the soldier to an Army Psychiatrist. Some cases will be referred for a psychiatric opinion by a personnel selection officer where a man has been assessed M2 and S2 by a medical officer. In such cases provided the assessment held by the soldier (*i.e.*, M2/S2) at the time he is seen by the psychiatrist has not been promulgated in Part II/III Orders the psychiatrist may lower the assessment without reference to a medical board, if in his opinion it is not M2 or S2. Such alterations must be notified to the officer commanding the unit with which the man concerned is serving who will take action to issue a suitable Part II/III Order. Where the assessment has already been promulgated in Part II/III Orders action will be taken in accordance with the instructions contained in paras. 39 and 40 to effect the re-assessment.

Service Assessment at the conclusion of Basic Training

4. (a) As the medical assessment of an officer or other rank under the PULHEEMS system is based on functional efficiency, all soldiers will be re-examined by the medical officer at the conclusion of basic training

at A.B.T.U. or the sixteenth week of training, whichever is the shorter period. In carrying out this assessment particular attention must be paid to the verification of the initial assessment under P, U, L and S, and amendment carried out where necessary in accordance with paras. 39 and 40.

- (b) In assessing recruits at this stage medical officers can obtain useful assistance from the results of the basic efficiency tests carried out by all recruits at the conclusion of basic training at A.B.T.U.s.

Specialist Advice

5. In allotting initial or service PULHEEMS assessments specialist advice will be obtained as necessary.

Allocation of PULHEEMS Employment Standard

6. When an officer or other rank is given a PULHEEMS Service Assessment, a PULHEEMS Employment Standard will also be allotted. When a medical officer or medical board examine an officer or other rank for the purpose of allocating a service assessment, the medical officer or medical board will recommend to the officer commanding unit the correct PULHEEMS Employment Standard. Any specific restriction or employment will also be noted in accordance with the instructions contained in Appendix II, para. 11.

Tables of physical equivalents

7. The following tables showing correlation of age, height and weight are for guidance.

Variations from the standard given are permissible when the applicant is active, has firm muscles, and is evidently vigorous and healthy.

Weight above the standard is not disqualifying, unless sufficient to constitute a disqualification on grounds of obesity.

(a) TABLE OF PHYSICAL EQUIVALENTS (MALE)

| Age Period | 14 | 15 | 16-17 | 18-19 | 20-24 | 25-29 | 30-34 | 35-40 | 41-44 | 45-49 | 50-54 | 55 |
|------------|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| Height in. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. |
| 55-57 | 74 | | | | | | | | | | | |
| 57-59 | 80 | | | | | | | | | | | |
| 60 | 84 | 96 | 100 | 104 | 109 | 114 | 117 | 119 | 122 | 124 | 125 | 126 |
| 61 | 88 | 98 | 102 | 106 | 111 | 116 | 119 | 121 | 124 | 126 | 127 | 128 |
| 62 | 92 | 101 | 105 | 109 | 114 | 118 | 121 | 123 | 126 | 128 | 129 | 130 |
| 63 | 95 | 104 | 108 | 112 | 117 | 121 | 124 | 126 | 129 | 131 | 132 | 133 |
| 64 | 98 | 107 | 111 | 115 | 121 | 124 | 127 | 130 | 132 | 134 | 135 | 136 |
| 65 | 102 | 111 | 115 | 119 | 123 | 128 | 131 | 134 | 136 | 138 | 139 | 140 |
| 66 | 106 | 115 | 119 | 123 | 129 | 132 | 135 | 138 | 140 | 143 | 143 | 144 |
| 67 | 110 | 119 | 123 | 127 | 132 | 136 | 139 | 142 | 144 | 146 | 147 | 148 |

(a) TABLE OF PHYSICAL EQUIVALENTS (MALE)—*contd.*

| Age Period | 14 | 15 | 16-17 | 18-19 | 20-24 | 25-29 | 30-34 | 35-40 | 41-44 | 45-49 | 50-54 | 55 |
|------------|-----|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| Height in. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. |
| 68 | 114 | 123 | 127 | 131 | 136 | 140 | 144 | 147 | 149 | 151 | 152 | 153 |
| 69 | 118 | 127 | 131 | 135 | 140 | 144 | 148 | 152 | 154 | 156 | 157 | 158 |
| 70 | 122 | 131 | 135 | 139 | 144 | 148 | 153 | 157 | 159 | 161 | 161 | 162 |
| 71 | 126 | 136 | 140 | 144 | 148 | 153 | 158 | 162 | 165 | 167 | 168 | 169 |
| 72 | 130 | 141 | 145 | 149 | 153 | 159 | 164 | 168 | 171 | 173 | 174 | 175 |
| 73 | 134 | 146 | 150 | 154 | 158 | 165 | 170 | 174 | 177 | 180 | 181 | 182 |
| 74 | 138 | 151 | 155 | 159 | 163 | 171 | 176 | 181 | 184 | 187 | 188 | 189 |
| 75 | 142 | 156 | 160 | 164 | 168 | 177 | 182 | 187 | 191 | 194 | 195 | 196 |

NOTE: All Weights = Stripped Weights in lb. For Clothes Weight add 10 lb.

(b) TABLE OF PHYSICAL EQUIVALENTS (FEMALE)

| Age Period | 18-19 | 20-24 | 25-29 | 30-34 | 35-40 | 41-44 | 45-49 | 50-54 |
|------------|-------|-------|-------|-------|-------|-------|-------|-------|
| Height in. | lb. | lb. | lb. | lb. | lb. | lb. | lb. | lb. |
| 58 | 108 | 111 | 114 | 118 | 122 | 125 | 128 | 130 |
| 59 | 110 | 113 | 116 | 120 | 124 | 127 | 130 | 132 |
| 60 | 112 | 115 | 118 | 122 | 126 | 129 | 132 | 134 |
| 61 | 114 | 117 | 120 | 124 | 128 | 131 | 134 | 136 |
| 62 | 117 | 120 | 122 | 126 | 131 | 134 | 137 | 139 |
| 63 | 120 | 123 | 125 | 129 | 134 | 137 | 140 | 142 |
| 64 | 123 | 126 | 129 | 133 | 137 | 140 | 143 | 145 |
| 65 | 126 | 129 | 132 | 137 | 141 | 144 | 147 | 149 |
| 66 | 130 | 133 | 136 | 141 | 145 | 148 | 151 | 153 |
| 67 | 134 | 137 | 140 | 145 | 149 | 152 | 155 | 157 |
| 68 | 138 | 141 | 144 | 149 | 153 | 156 | 160 | 162 |
| 69 | 142 | 145 | 148 | 153 | 157 | 160 | 164 | 166 |
| 70 | 146 | 149 | 152 | 156 | 160 | 163 | 168 | 170 |
| 71 | 150 | 152 | 155 | 159 | 163 | 167 | 172 | 174 |
| 72 | 154 | 156 | 159 | 162 | 166 | 170 | 175 | 177 |

NOTE: All Weights = Fully Clothed in lb. For Stripped Weights deduct 6 lb.

APPENDIX II

MEDICAL BOARD PROCEDURE

(Paras. 39 and 40 refer)

Object of medical boards

1. The object of a medical board is to examine an officer or other rank, assess his state of fitness in terms of PULHEEMS, make any special recommendations regarding the assessment, and state any restrictions on future employment.

Types of medical boards

War Office Medical Boards

2. War Office Medical Boards will be used when an assessment presents particular difficulties, and in cases of appeals against the finding of any other medical board. These boards consist of a permanent president (Colonel) and War Office consultants or advisers as members.

Standing Medical Boards

3. Standing Medical Boards will be used whenever it is necessary for an officer to be medically boarded or an other rank invalidated. These boards, of which there is one or more in each command, consist of a permanent president (Lieutenant-Colonel) and medical officers, detailed by the command, as members.

Two-Member Boards

4. These boards will be used in all cases when it is necessary for an other rank to be brought before a medical board for reasons other than invaliding. The board will consist of two medical officers; the medical officer in charge of the individual's unit, or in charge of the case, and one other medical officer. The soldier will be examined by each medical officer in turn and in the medical officer's own time. The second medical officer, who may be a specialist, a general duties officer, or a medical administrative officer, allots the new assessment and signs the form as "President". The unit medical officer, or medical officer in charge of the case, provided he agrees with the assessment given, signs the completed medical board proceedings as "Member". If he disagrees, the case will be referred to the D.D.M.S./A.D.M.S. who will arrange for an examination by a Standing Medical Board.

Occasions for a medical board

General

5. (a) A medical board may be held whenever it is considered necessary by the medical officer in charge of the case or unit, or other competent authority.
- (b) A medical board will automatically be necessary in any of the circumstances detailed in paras. 6, 7 and 8 below and on the occasions detailed in paras. 31 and 32.

Regular and short service officers

6. (To be issued later.)

Regular and short service other ranks

7. (To be issued later.)

National Service officers and other ranks

8. (a) *Officers*
(b) *Other Ranks*
(c) *Officers and Other Ranks* } (To be issued later.)

Documentation

9. When an officer is ordered to appear before a medical board the D.D.M.S. Command/District will arrange that copies of the proceedings of any previous medical boards are available for the information of the board.

10. The army forms to be used by medical boards and their disposal are:—

(a) *Upgrading and downgrading (other than invaliding)*—

Officers.—A.F. A45 (in duplicate) for the first medical board.

A.F. A45C (in duplicate) for subsequent boards in respect of the same disability provided that the officer is being given the same or a higher assessment than that given by the previous medical board.

Other Ranks.—A.F. B179C.

(b) *Invaliding*—

Officers.—A.F. A45 (in duplicate).

Other Ranks.—A.F. B179.

(c) *Medical boards held on candidates for commissions (paras. 31 and 32 refer)*—

Officers and Other Ranks.—F Med 1 (in duplicate).

(d) *Disposal of Documents*—

A.F. A45/A.F. A45C, F Med 1.—The president of the medical board will notify the O.C. unit on the form shown at Appendix IV of the finding of the board and will forward both copies of the A.F. A45/A.F. A45C to the D.D.M.S. of the command/district for confirmation. The D.D.M.S. will forward the original to the War Office (Personnel Branch). The O.C. unit will take action in accordance with para. 93. A.F. B179C.—This form will be attached to the individual's Medical History Sheet. The unit medical officer, or, in certain cases, the president of a full medical board (*see* sub-para. 2 and 3 above), will notify the O.C. unit of the change in assessment on the form given at Appendix IV.

Findings of medical boards

General

11. Medical boards in their proceedings will include the following:—

- (a) The correct PULHEEMS assessment including the diagnosis where the assessment under P, U, L or S is lower than degree 2.
- (b) The PULHEEMS Employment Standard recommended.
- (c) Full notes on any specific restrictions necessary in the future employment of the officer or other rank.
- (d) The necessary entry for special appliances in accordance with para. 19.

Officers

12. (a) The board will record its opinion regarding:—

- (i) the officer's assessment at the time of the board, and
- (ii) his probable assessment in six months from the date of the board.

(b) The president of a medical board will also ensure that:—

- (i) the officer is informed that the findings of the medical board are subject to confirmation;
- (ii) written instructions as laid down in para. 18 below are handed to the officer, and that such instructions are detailed on A.F. A45 series and initialled by the officer;
- (iii) copies of the medical board proceedings are not given to the officer; and
- (iv) an officer proceeding on leave understands that such leave is granted provisionally, and is subject to approval. The officer will also be instructed by the board to notify the War Office (Personnel Branch concerned) of any change of address without delay, and in any event to communicate with the War Office at a specified time before the provisional sick leave granted is due to expire, unless he has previously received orders from the War Office.

Confirmation of medical boards

Confirmation

13. The findings of all medical boards on officers, and those which recommend invaliding in other rank cases, will be confirmed by D.D.M.S. Command. D.D.M.S. Command may at his discretion delegate to presidents of medical boards the authority to confirm boards which they themselves have held.

Notification

14. The findings of *all* medical boards and all changes in PULHEEMS assessment carried out by individual medical officers will be notified by the president medical board/medical officer concerned to O.C. unit.

Alteration

15. The findings of medical boards will be assumed by O.C. unit to be correct unless information to the contrary is received. In cases where the findings *are* altered by the confirming authority O.C. unit will take action as laid down in paras. 87–100.

Overseas (applicable to officers only)

16. The procedure outlined above will be followed in commands overseas except that:—

- (a) boards will be convened by the C-in-C/G.O.C.-in-C/G.O.C. or the officer delegated;
- (b) where the PULHEEMS assessment is varied by Command Headquarters the H.Q. concerned will amend also the PES. The medical board's proceedings will then be transmitted by that H.Q., by fastest means to the War Office (Personnel Branch; or M.S.1 in respect of officers of the substantive rank of Colonel or above who are administered by M.S.);
- (c) a board will normally be held before an officer is posted to the home establishment from a command overseas on account of a disability. The proceedings will be despatched to the War Office to arrive not later than the officer himself;
- (d) when an officer has been recommended for an assessment of degree “ 8 ” under any quality by a medical board overseas, and is to be evacuated to the United Kingdom, he will be warned that he will be re-boarded

on arrival in the United Kingdom, and that, in the meantime, he should not make any arrangements or enter into any financial commitments which cannot be altered in the event of his being found fit for further service and retained in the Army.

Officers and Other Ranks in overseas commands who are considered unfit for further service

17. Officers and other ranks serving in overseas commands who are considered unfit for further service will NOT be invalidated by a medical board in the overseas command but will be evacuated to the United Kingdom where they will be brought before a medical board for invaliding.

Instructions to officers after medical boards

18. One only of the following three instructions will normally be given to an officer by the president of a medical board:—

| <i>Instruction</i> | <i>Officers to whom the instruction may be given</i> | <i>Remarks</i> |
|------------------------------------|--|---|
| (a) To remain in hospital. | Officers requiring further in-patient treatment. | When amplified to read “to remain in hospital or on leave,” it will be indicated on the proceedings of the board whether further in-patient treatment is necessary on expiry of leave. |
| (b) To proceed or remain on leave. | (i) Officers not needing in-patient treatment who have been assessed degree “0” or “8” whatever their previous assessment. (ii) W.R.A.C. officers given an employable assessment who have been posted surplus sick. | |
| (c) To return to unit. | Officers (other than those shown in the sub-para. (b) (ii) above) who have been given an employable assessment or who have been upgraded from degree “0” to an employable assessment. | Where employment appropriate to his PES is not available in his unit, the officer will be sent on sick leave by his C.O. who will report the fact direct to the War Office, copy to Command H.Q. concerned. Disposal instructions will then be issued by War Office. If such instructions are not received within 21 days the fact will again be reported. A.F. B175 will not be required. |

APPENDIX III

FORM APPLYING FOR PERMISSION TO RETAIN AN OTHER RANK WHOSE PES HAS FALLEN BELOW THE MINIMUM FOR THE UNIT

(Para. 83 refers)

To:— (O i/c Records or G.H.Q./H.Q. 2nd Echelon)
.....
.....

Subject:— APPLICATION FOR RETENTION OF A SOLDIER WHOSE
PULHEEMS EMPLOYMENT STANDARD HAS FALLEN
BELOW THE MINIMUM FOR ANY SUITABLE EMPLOY-
MENT IN THE UNIT.

No..... Rank..... Name..... Initial.....

1. The above-named soldier is employed as.....in this
unit. His PES has been lowered from.....to.....but I
consider he is in every way fit to carry out the duties of.....
.....
in this unit and recommend that he may be retained accordingly for the next
six months.

2. I attach *a medical certificate to the effect that the retention of the above-
named soldier in the employment suggested will not prejudice his medical
fitness.

Station(Signature)
Date(Rank)
.....(Designation)

CERTIFICATE*

(To be completed by a medical officer)

I certify that No..... Rank..... Name.....
Initials..... whose PES is..... is medically fit to perform
the duties of.....
.....
in(Unit) and that if he is retained in this
employment his future medical fitness will not be prejudiced.

Station(Signature)
Date(Rank)
.....(Designation)

To:—

First Names..... Regt./Corps.....

Unit

PULHEEMS

PES

1. Period.....months.

2. Date of next medical board (approx.).....

Signature.....

Rank and Appointment..... Date.....

(Paras. 87 and 100 refer)

1. "PULHEEMS Initial Assessment

The undermentioned O.R. has been assessed as shown against his name:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S |
|-----------|------|-----------------------------|--------------------|---|---|---|---|---------------|---------------|---|-----|
| 654780001 | Gnr. | BREWER, W. (Clerk, R.A.) | 1 Oct. 48 | 2 | 2 | 3 | 3 | $\frac{8}{1}$ | $\frac{8}{6}$ | 2 | 2'' |

2. "PULHEEMS Service Assessment—no change from Initial Assessment

The undermentioned O.R. were confirmed in the assessments shown against their names:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|-----------|------|---------------|--------------------|---|---|---|---|---------------|---------------|---|---|------|
| 654780001 | Gnr. | BREWER, W. | 14 Jan. 49 | | | | | | | | | |
| | | (Clerk, R.A.) | | 2 | 2 | 3 | 3 | $\frac{8}{1}$ | $\frac{8}{6}$ | 2 | 2 | LE " |

RESTRICTED

3. "PULHEEMS Service Assessment—amendments to Initial Assessment

The undermentioned O.R. have been re-assessed as shown against their names:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|----------|------|------------|--------------------|---|---|---|---|---------------|---------------|---|---|------|
| 6547002 | Pte. | STEWER, J. | 14 Jan. 49 | 1 | 1 | 2 | 2 | $\frac{8}{3}$ | $\frac{8}{3}$ | 2 | 2 | FE " |

4. "PULHEEMS Service Assessment

The undermentioned O.R. have been assessed as shown against their names:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|----------|------|------------|--------------------|---|---|---|---|---------------|---------------|---|---|------|
| 123456 | Pte. | GURNEY, P. | 1 Feb. 49 | 1 | 1 | 2 | 1 | $\frac{1}{-}$ | $\frac{1}{-}$ | 2 | 2 | FE " |

5. "PULHEEMS Re-assessment

The undermentioned O.R. have been re-assessed as shown against their names:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|----------|--------|------------------------------|--------------------|---|---|---|---|---------------|---------------|---|---|------|
| 7654321 | W/Cpl. | DAVEY, P. (Veh. Mech.) | 1 Feb. 49 | 3 | 2 | 2 | 3 | $\frac{8}{3}$ | $\frac{8}{4}$ | 2 | 2 | LE |
| 2122536 | Spr. | HAWK, H. (Electrician RE) | 1 Feb. 49 | 2 | 3 | 2 | 2 | $\frac{8}{2}$ | $\frac{8}{2}$ | 2 | 2 | LE " |

6. "Temporary assessment

The undermentioned O.R. is temporarily assessed as shown, other qualities stand:

| Army No. | Rank | Name | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|----------|------|-------------|--------------------|---|---|---|---|---------------|---------------|---|---|-------|
| 012345 | Pte. | WHIDDON, D. | 1 Dec. 49 | 0 | 2 | 0 | 1 | $\frac{6}{3}$ | $\frac{8}{1}$ | 2 | 2 | 'o' " |

OFFICERS

7. Part II Orders (Officers)—entries will be made on similar lines to those shown in paras. 4 to 6 above, paras. 1 to 3 inclusive do not apply to an officer.

8. "Corrections to re-assessments

The original re-assessment of the undermentioned officer is corrected to read as follows (Authority WOL..... dated.....)

| Rank and Name | Personal No. | Date of Assessment | P | U | L | H | E | E | M | S | PES |
|--------------------|--------------|--------------------|---|---|---|---|---------------|---------------|---|---|------|
| Capt. T. COBBLEIGH | 654321 | 10 Oct. 49 | 2 | 2 | 2 | 2 | $\frac{3}{-}$ | $\frac{3}{-}$ | 2 | 2 | FE " |

RESTRICTED